



# MASSACHUSETTS/AFL-CIO

*Voice of Organized Labor 400,000 Strong*



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JOSEPH C. FAHERTY  
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**SECRETARY-TREASURER**

ROBERT J. HAYNES

**VICE PRESIDENTS**

RICHARD ABDOW  
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JANET CIEJKA  
EDWARD W. COLLINS JR.  
JOHN P. CONLEY  
JOSEPH A. DART  
PAUL L. DEVLIN  
CHARLES DeROSA  
NICHOLAS DIMITROPOLIS  
JACK DONEGAN  
SANDRA FELDER  
RONALD A. FERRIS  
WILLIAM J. FOLEY  
WILLIAM F. IRVIN  
JOSEPH W. JOYCE  
JOSEPH KELLEHER  
THOMAS P. KERR  
DICK LeBLANC  
KEVIN MAHAR  
CHARLES McDEVITT  
PATRICK MELE JR.  
NANCY MILLS  
A. MICHAEL MULLANE  
HERBERT OLLIVIERRE  
JOHN PHINNEY  
CYNTHIA RODRIQUES  
TONY ROMANO  
JOHN F. SIMMONS  
CHARLES E. THOMPSON  
MANNY WILLIAMS

November 14, 1990

**TO: MEMBERS OF THE MASSACHUSETTS AFL-CIO  
EXECUTIVE COUNCIL**

**FROM: ROBERT J. HAYNES, SECRETARY-TREASURER**

**SUBJ: NOVEMBER MEETING**

Dear Vice President:

Enclosed please find the Minutes of the October 18, 1990 Executive Council Meeting for your perusal and acceptance.

The next meeting is scheduled for:

**DATE: THURSDAY, NOVEMBER 29, 1990**

**TIME: 10:00 - Meeting  
12:30 - Luncheon**

**PLACE: BOSTON TEACHERS UNION HALL  
120 Mt. Vernon Street  
Dorchester, Ma.**

Kindly R.S.V.P. your attendance to Louanne at (617) 227-8260.

Your continued cooperation is appreciated.

Looking forward to seeing you on Thursday, November 29th.

**MASSACHUSETTS / AFL-CIO**

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**MINUTES**

**MASSACHUSETTS AFL-CIO EXECUTIVE COUNCIL MEETING**

**THURSDAY, OCTOBER 18, 1990**

**10:00 A.M.**

**BOSTON TEACHERS UNION HALL**

**PRESENT:**

Executive Vice Presidents Lydon, Faherty and Farmer; Secretary-Treasurer Haynes; Vice Presidents Bryant, Cardinal, Chirillo, Dimitropolis, Donegan, Irvin, Joyce, Kelleher, Kerr, LeBlanc, Mahar, McDevitt, Mills, Mullane and Ollivierre.

**ABSENT:**

President Osborn, Vice Presidents Abdow (ub), Alman (ub), Baker, Burke (ub), Ciejka, Collins (ub), Conley, Dart (ub), Devlin (ub), DeRosa (ub), Felder (ub), Ferris (ub), Foley (ub), Mele (vac), Phinney, Roderiques (ub), Romano (ub), Simmons, Thompson and Williams.

Executive Vice President Lydon called the meeting to order in the absence of President Osborn.

The Council Prayer was read by V.P. Mills.

MMS to accept the Minutes of the September 5, 1990 Executive Council meeting. So voted.

**REPORT OF THE LEGISLATIVE DIRECTOR:**

Director Foley informed the Vice Presidents that he was expecting the Legislature back around November 26 and that at the present time nothing was happening on the Hill. He noted that there was a lot of hard working being put into the re-election campaigns in both the Senate and House and that the Council has sponsored fundraising breakfast for 6 Legislators so far. He further stated many incumbent candidates were in trouble for re-election; that Representative Fran Alexander a long term state representative with a 96% AFL-CIO voting record was in trouble; Senator Wetmore who had just received negative publicity and who has held office for 15 years was also in a tough race. Legislative Director Foley advised there were 8 losses in the Primary and that the voters were opposed to legislators who were voting to increase taxes. He further projected that he felt there would be 40-50 new members in the Legislature after the General election. He further reported the Unemployment Insurance fund would be broke by April and by October would be in a deficit and given today's unemployment figures it would go totally broke. He advised that Workers Compensation would be a major legislative issue next year and that presently Mass. had one of the highest benefits being paid in the Northeast.

The Director further noted that after the election a new Chair of the Commerce and Labor Committee would be and that he would advise the Vice Presidents at the next meeting on developments in the Legislature.

At this time, Legislative Director Foley informed the Council members that endorsements had been rescinded by the Council for Representative Robert Cerasoli and Representative Richard Moore in that they had taken a pro-Question #3 position and that the Council had duly notified them and the Vice Presidents and the CLC's of this action.

Discussion took place as to who the next Chair of the Commerce and Labor would possibly be.

At this time, VP Cardinal informed the Vice Presidents of a Unity breakfast that was held and sponsored by the Norfolk CLC and that Lewis Kafka from Sharon who was running for state representative for the seat being vacated by Marjorie Clapprood had solicited endorsement by the Council and noted that at the last COPE meeting endorsements would come under the scrutiny of the Executive Officers for action as long as a candidate had signed off on a letter stating they were against Question #3 and V.P. Cardinal so informed the Council that he had received such a letter from candidate Kafka; he further noted that another candidate John Haley from the 4th Norfolk District had publicly gone on record and stated his opposition to Question #3.

MM to endorse the above mentioned candidates.

At this time, Executive Vice President Lydon who was Chairing the Council meeting explained the policy was that such endorsement requests would be referred to the Executive Officers for action.

MMS to accept the written recommendations of the Executive Officers. So voted.

At this time VP Mills inquired as to the upcoming CLUW conference that was noted in the Executive Officers recommendations.

Secretary-Treasurer Haynes reported the Mass. AFL-CIO was co-sponsoring the CLUW conference and assisted by putting out an affiliate mailing.

#### **REPORT OF THE SECRETARY-TREASURER:**

Secretary-Treasurer Haynes presented the regular monthly financial report of the Council and noted most expenditures this month were due to outstanding Convention expenses and reported the Council's Convention was not costing as much to the Council as in previous years.

The Secretary-Treasurer reported the COPE account would be broke by next month but noted there were 8 out of 12 special friends victories in this program.

MMS to accept the financial Report of the Secretary-Treasurer. So voted.



**SECRETARY-TREASURER'S ACTIVITIES REPORT:**

Secretary-Treasurer Haynes reported on attending and speaking at the Pioneer Valley Central Labor Day breakfast event; United Way statewide meeting and that there were difficulties challenging the statewide Labor Liaison position due to money problems; attending the Building Trades Health Care Conference; attending a Legislative breakfast for Bob Cook, candidate for State Representative from Western Mass and an Ironworker, who was running against pro-1988 Question #2 prevailing wage proponent Jonathan Healey, he further urged support by the Council Members for Brother Cook's campaign and noted the Council was taking on an enemy, Jonathan Healey in this race.

Secretary-Treasurer Haynes reported the DET grant had been renewed and was hopeful that the Drug and Alcohol Grant would also be renewed, which was very helpful in assisting Local Unions in setting up substance abuse programs and intervention. He further noted that the Unemployment Insurance piece was in a serious situation and that its going broke and had to be dealt with.

The Secretary-Treasurer advised that everyone was immersed in the Vote No on #3 Campaign and thanked everyone that was involved and noted the poll results were indicating that there was a gender gap in that most women would be voting against it, but that there was a high number of undecided potential voters at this time who were not telling which way they were leaning. He further noted attending a Statewide Vote No on #3 coordinators meeting in Southbridge; on plans to attend a rally in Fall River for Democratic Candidates and Vote No on #3. He requested the Vice Presidents to not only get involved in the Vote No on #3 but to also be involved with the Democratic Party candidates for office.

V.P. Mullane informed the Council members that Sec.-Treas. Haynes had spoken to a meeting of Operating Engineers held at the Firefighters Union hall and commended him on his presentation regarding Vote No on #3.

At this time, V.P. Joyce noted that the United Way had voted to come out against Question #3 and also having just left a WIC meeting, he reported pressure was on for this group to also come out against #3 and noted that he had suggested at that meeting that a press release come out announcing the No on #3 with the PIC/WIC's.

Sec.-Treas. Haynes complimented and congratulated V.P. Joyce on his activities at the PIC meeting in having that group in fact come out against #3.

Exec. V.P. Faherty noted that even Greg Hyatt, formerly of Vote No on #2 fame, had come out in a newspaper article in opposition to #3.

MMS to accept the Secretary-Treasurer's Activities Report. So voted.

**EDUCATION REPORT:**

Secretary-Treasurer Haynes reported that Robert Ward of IBEW, Local 104 was the recipient of the Mass. AFL-CIO Scholarship to Harvard; the Council sponsored a breakfast at the Mass. Archives Museum to discuss the possibility of raising \$12,000 needed to distribute the curriculum and materials to schools for the Labor History Exhibit and noted that to date, \$5,000 had been raised and advised he will be further soliciting for this endeavor.

MMS to accept the Education Report. So voted.

V.P. Cardinal, V.P. Kerr and V.P. Chirillo brought up the issue of Vote No on #3 sign visibilities. Discussion took place regarding the question of safety of people holding signs on rotaries, traffic circles, roadways, etc.

Sec.-Treas. Haynes advised Vote No on #3 literature would be passed out all all MBTA stops both in the AM and PM totaling over 390,000 pieces that would affect riders.

Exec. V.P. Faherty announced the energy Committee would be hosting a conference at the Boston Park Plaza, Stanbro Hall, beginning at 10:00 on Monday, October 22 on the future of energy and invited the Vice Presidents to attend.

V.P. Chirillo informed the Vice Presidents that State Representative Robert Cerasoli had taken a public stance against the study for a possible Edison Plant on the South Shore and suggested a letter be sent to him by the Council requesting him to not take this position.

At this time, V.P. Donegan distributed an invitation notice to the Vice Presidents inviting them to participate in a Labor breakfast for Silber/Clapprood at the Boston Park Plaza and to further solicit labor union for support of this ticket and for assistance to this campaign and noted everyone was involved in No on #3 and asked that they also become involved in the Silber/Clapprood campaign. He noted the campaign needed a listing of labor unions ready to assist and become involved and noted that many have already offered their support and requested the Vice President fill out a form and return it to the campaign indicating their support and potential assistance to the Council endorsement ticket.

Secretary-Treasurer Haynes noted that he would send a mailing out to Labor Leaders inviting them to attend this breakfast on behalf of V.P. Donegan.

V.P. Joyce informed the Vice Presidents that the Boston CLC had put out a mailing announcing a fundraiser for Bill Galvin for

State Treasurer at the BTU on October 30, 1990 at 7:00 P.M., he passed out information on this and invited the Vice Presidents to attend.

V.P. McDevitt reported the UAW were holding their endorsement meeting and advised they would also be endorsing the Democratic ticket and noted he would also get the word out on the Galvin fundraiser along with financial support. He also advised that a conference called New Directions was being planned at the Boston Park Plaza featuring Victor Reuther as a participant; he notified the Executive Council members that this conference was not endorsed by the UAW and further advised he would be sending a letter to the Council regarding this. V.P. McDevitt also passed out copies of the newly negotiated UAW contract for the Vice Presidents to review and noted many landmark gains in it.

Exec. V.P. Faherty suggested V.P. McDevitt's letter when received be sent out to the affiliates.

Exec. V.P. Farmer advised the testimonial for President Osborn would be coming up shortly and that he as President has a car provided to him which presently has an outstanding bill of \$3,00-\$4,000. He noted it was the recommendations of the Executive Officers to pay the outstanding monies on this auto and present the car to President Osborn.

MMS to pay the outstanding car debt and to present the car to President Osborn. So voted.

MMS to refer the communications to the Executive Officers for action. So voted.

Secretary-Treasurer Haynes reminded the Vice Presidents that the video presentation to be shown at President Osborn's testimonial was being kept a secret from Brother Osborn and asked the cooperation of the Vice Presidents on its filming and secrecy.

V.P. Mahar complimented V.P. McDevitt on the UAW contract and stated it was a shot in the arm for organized labor, it was a great package and congratulated the UAW.

MMS to adjourn. So voted.

ROLL CALL.





AGENDA  
MASSACHUSETTS AFL/CIO  
EXECUTIVE COUNCIL MEETING  
OCTOBER 18, 1990  
BOSTON TEACHERS HALL, DORCHESTER, MA

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SECRETARY-TREASURER'S REPORT

DEPARTMENT REPORTS

COPE - LEGISLATION - EDUCATION

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COMMUNICATIONS

Copy of a letter from Giro Cardinal, President, Norfolk CLC to Peter O'Connell, City of Presidents Fund Foundation regarding their fundraiser.

Notice from Frederick T. Hayes, B.M., Boilermakers Local 29 announcing the appointment of Gerald Williams. Asst. B.M.

Invitation to the Massachusetts Democratic Party - tickets \$150.00 each.

From State Representative Donovan to Pres. Osborn thanking him for donation.

From Rep. Richard Moore to Pres. Osborn thanking him for endorsement.

from James Bush, Chairman of I Have A Dream - Boston to Pres. Osborn notifying him of a special dinner in support of Boston's "I Have A Dream" program.

Flyer from CLUW regarding Conference/Union Women Shape the Future.

From Edward Lashman to Pres. Osborn thanking him for wonderful evening and gift.

From Mr. Onenault to the Massachusetts AFL/CIO angry at the endorsement of John Bartley for State Rep.

Copy of a letter, letter of recommendation and resume to Gov. Dukakis from William G. Hayward to be considered for the position of Commissioner of the Labor Relations Commission.

From Lawrence DiCara, Peabody & Brown to Sec./Treas. Haynes asking for help for his friend who has applied for a position with the LRC - resume enclosed.

From James Mahoney, OPEIU to Pres. Osborn thanking him for accepting invitation to be a guest speaker at the N.E. Reg. Ed. Conf.

From Jack Clark to Pres. Osborn informing him that he will be leaving the Exec. Of. of Labor and will assume duties as the Chief Planner for the Jobs and Communities Services Division of the City of Boston.

From Donald E. Rodman, The Colonel Daniel Marr Boys and Girls Club to Pres. Osborn thanking him for donation.

From Paul O'Brien, N.E. Telephone to Pres. Osborn regarding letter and U/Way poster.

From Elizabeth Boyer, Bittner & Boyer to Pres. Osborn asking for consideration on Judith Neumann who is seeking appointment as Commissioner at the Labor Relations Commission - resume attached.

From Colby Hewitt and John Cogswell, Health Action Forum of Greater Boston, Inc. to Pres. Osborn inviting him to the Health Care Forum and also to commit on individual's time from this organization to assist in implementing its ongoing agenda.

From Kathleen Sheehan, Boston Park Plaza to Pres. Osborn thanking him for hosting the AFL/CIO Convention there.

From Cong. Studds to Pres. Osborn thanking him for contribution and support and also seeking union lists.

From Harvey Friedman, Esq. to Pres. Osborn thanking him for the first day cover of the 100th Anniversary of the Nat'l. Letter Carriers and also for support for the Labor Ctr.

From Patricia Foley to Pres. Osborn thanking him for assistance in television advertisement.

Memo to Pres. Osborn from Len Oliver, Labor Higher Education Council thanking him for being with them at the Council Meeting.

From Robert M. McGlott, Dept. of Legislation, AFL/CIO re: their effort to gain as many cosponsors as possible on the legislation to ban the use of strikebreakers.

From Edward J. Cleary to Pres. Osborn thanking him for assistance in achieving legislation victory in keeping the Staten Island Homeport facilities open.

From John Gould to Community Leaders re: John Silber making a major address on 10/3 regarding the CLT.

From Pres. Kelly, OPEIU Int'l. Union to Pres. Osborn thanking him for being with them.

Invitation to the first meeting of the Merrimack Valley Project.

Communication from James Ellengerger, AFL/CIO regarding a week-long seminar on current issues in workers' compensation at the Meany Center.

From James Fitzgerald, Pres. Boston Fire Fighters Local 718 to Pres. Osborn thanking him for intervening for his membership with the Carp. Cl. and the First Trade Union Bank in resolving paid detail problem at Tudor Pl, So. Boston.

From Michael Mullane to Pres. Osborn thanking him for his assistance in resolving the payment of wages for membership when they performed the paid details at Tudor Place.

From Paul O'Brien, New England Telephone to Pres. Osborn thanking him for participation at press event in East Boston.

From Micho Spring, United Way to Pres. Osborn thanking him for participating in the 1990 Campaign Kickoff Conference.

**FINANCIAL REPORT  
SEPTEMBER 1990**

<u>GENERAL FUND</u>	<u>DEBITS</u>	<u>CREDITS</u>
BALANCE 9/1/90		94478.52
RECEIPTS - P/C		70363.23
RECEIPTS - BANQUET TICKETS		750.00
RECEIPTS - HOTEL RESERVATIONS		10609.08
RECEIPTS - CREDENTIALS		3600.00
RECEIPTS - REIMB EXP		365.76
RECEIPTS - BOOTH RENTAL -CONVENTION		575.00
RECEIPTS - WALKATHON		4084.00
DISBURSEMENTS	145907.05	
SERVICE CHARGE	78.83	
BALANCE		38839.71

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PER CAPITA RECEIVED ON 201,037 MEMBERS  
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1. RENT	2500.00
2. UTILITIES	1909.68
3. AUTO EXPENSE	1932.38
4. RETAINER	1000.00
5. PRINTING	6180.22
6. POSTAGE	2820.80
7. HEALTH & DENTAL INS	5138.04
8. LIFE & DISABILITY INS	1408.55
9. CREDIT UNION	3690.00
10.FRONTLASH	1008.52
11.TICKETS & DONATIONS	2425.00
12.OFFICE SUPPLIES & EXP	1252.21
13.MESSENGER	78.00
14..02 P/C - COPE	3073.02
15.AUDIT EXP	1450.00
16.PAYROLL & TAXES	42476.32
17.COMPUTER EXP	554.34
18.MTG & TRAVEL EXP	3451.53
19.DUES & SUBSCRIPTIONS	135.00
20.CONVENTION EXP	63125.44
21.PETTY CASH	300.00
	145907.05

<u>COPE ACCOUNT</u>	<u>DEBIT</u>	<u>CREDIT</u>
BALANCE 9/1/90		42418.08
RECEIPTS -.02 P/C		3073.02
RECEIPTS-OPER ENG-KEVERIAN BREAKFAST		500.00
INTEREST		147.94
DISBURSEMENTS	23711.23	
BALANCE		22427.81

<u>DISBURSEMENTS</u>	
1. DONATIONS	1600.00
2. PRINTING	8888.78
3. LEGAL FEES	74.75
4. MAILING EXP	2521.35
5. TAXES	341.00
6. CONVENTION EXPENSE	1190.75
7. EXPENSES	1093.02
8. VOTER FILE	8001.58
	23711.23

<u>ASSETS</u>	
US TRUST MONEY MARKET	89887.27
ISRAEL BOND	1000.00
DEPT OF LABOR	400.00
PETTY CASH	300.00
	91587.27



Executive Officers Meeting  
September 5, 1990

Present: Pres. Osborn, Sec./Treas. Haynes, Exec. V.P.'s Lydon, Faherty and Farmer

MMS to support Federal Employees resolution and communicate support to the convention and affiliates. So voted.

MMS to support ADT resolution and communicate support to the convention and affiliates. So voted.

MMS to support Institute for Labor Affairs resolution and communicate support to the convention and affiliates. So voted.

MMS to continue support of Wendy Bittner in representing Council on Workers' Comp. issues. So voted.

Exec. Officers polled on Thursday, August 30, 1990 on spending \$800.00 for Labor Day/Labor History Exhibit/Archives for refreshments, etc. (Exec. V.P. Lydon (yes) and Exec. V.P. Faherty (yes)).

MMS to spend \$800.00 on Archives expenditures. So voted.

MMS to purchase a table for a reception sponsored by Friends of the Central Remedial Clinic honoring Exec. V.P. Faherty with the Michael Joyce Humanitarian Award. So voted.

MMS to purchase 5 tickets for a testimonial for Joe Dart. So voted.

MMS to purchase two tickets to the 95th Annual Meeting of the Combined Jewish Philanthropies of Gr. Boston Breakfast. So voted.

MMS to refer request from the A. Philip Randolph Educational Fund for their 1990 Voter Registration Project to COPE. So voted.

MMS to sponsor a hole \$150.00 for the Annual Northeastern & Mid Atlantic States Apprentice Conf. - Golf Tournament. So voted.

Request to purchase ad in Labor's International Hall of Fame Ad Book - Tabled.

MMS to purchase Union Yes Posters from the National AFL/CIO at the discretion of Pres. Osborn and Sec./Treas. Haynes. So voted.

Request to purchase an ad and dinner tickets for the 50th Birthday celebration of UFCW Local 371 - Tabled.



EXECUTIVE OFFICERS MEETING  
September 19, 1990

Present: Pres. Osborn, Sec./Treas. Haynes, Exec. V.P.'s Lydon, Faherty and Farmer

MMS to purchase a table for the 50th Anniversary of Charlie De Rosa's Membership in IUOE Local 4 and purchase a 1/2 page ad in the Anniversary Souvenir Journal. So voted.

MMS to donate to the USO -(past practice). So voted.

Discussion on Frontlash.

Discussion on maternity leave.

Discussion on Fair Share Heating Oil Cooperative and it was decided to check with the Teamsters.

CLUW into the 1990's had been discussed and taken care of in the last Exec. Officers Meeting.

EXECUTIVE OFFICERS MEETING  
OCTOBER 11, 1990

Present: Pres. Osborn, Sec./Treas. Haynes and Exec. V.P. Lydon  
Absent: Exec. V.P's Faherty (vac) and Farmer (ub)

MMS to purchase two tickets for a Wine Tasting Masquerade to benefit Mass. Coalition for the Homeless. So voted.

MMS to ask Joseph Joyce and Joseph Nigro if they would co-sponsor a reception with the Massachusetts AFL/CIO at the request of Sen. Paul Harold for the visiting delegation from the American Council of Young Political Leaders visiting in November.

Request to participate and make a contribution to the Conference sponsored by the New York AFL/CIO Public Employees Division to benefit Leukemia Society of America. Tabled.

MMS to have Exec. V.P. Faherty attend a one day working conference commemorating the release of the encyclical "Rerum Novarum (On the Condition of Labor)" at Stonehill College. So voted.

MMS to purchase Eighth Page ad (\$50) in the SMU Souvenir Ad Book. So voted.

MMS to purchase one table for the Joseph Faherty Testimonial. So voted.

Discussion on Rep. Koczera's position of Quest. 3. MMS to refer to Leg. & COPE Director Foley for action. So voted.

MMS because Paul Gannon, Democratic Nominee for State Rep. was already endorsed by Mass. AFL/CIO referred to COPE for letter and contribution. So voted.

MMS to have Pres. Osborn send a letter to Commissioner Daniel Greenbaum regarding James Cleary's letter. So voted.

MMS to have Dir. Foley check out copy of a letter sent to V.P. Mahar from Jeffrey J. Hayward candidate for State Rep. on his position on Question 3. So voted.


MMS to send a letter to Frank Spearing regarding his request for lists so he can reach out to other unions on his Project Solidarity (United Paperworkers Int'l. Union campaign aimed at International Paper) explaining the practice of the Massachusetts AFL/CIO and our mailing lists and also affiliation. So voted.

MMS to send \$100 to Health Care For All. So voted.

MMS to rescind endorsement of Rep. Moore and send a letter to him and also the CLC, Building Trades and unions in the area. So voted.

November 6, 1990

TO: MEMBERS OF THE EXECUTIVE COUNCIL

FROM:  ARTHUR R. OSBORN, PRESIDENT  
ROBERT J. HAYNES, SECRETARY-TREASURER

RE: CHANGE IN DATE FOR NOVEMBER EXECUTIVE COUNCIL MEETING

Dear Vice President:

This is to advise you that the Executive Officers have voted to recommend changing the date of the November Executive Council meeting due to many of the Vice Presidents being at a Conference out of State.

As a large attendance is being requested at this important Council meeting, the new date has been set for THURSDAY, NOVEMBER 29, 1990 beginning at 10:00 A.M.

This meeting will be held at the BOSTON TEACHERS UNION HALL with a 12:30 Luncheon following the Council Meeting.

Minutes of the October 18, 1990 will be forwarded to you under separate cover for your perusal and acceptance.

Kindly **RSVP** your attendance to the November 29 Council Meeting.

Your continued cooperation is appreciated.







Roll CALL

# MASSACHUSETTS/AFL-CIO

*Voice of Organized Labor 400,000 Strong*

10.18.90  
B.T.U

PRESIDENT

ARTHUR R. OSBORN

EXECUTIVE VICE PRESIDENTS

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P JOSEPH C. FAHERTY  
P JAMES FARMER

SECRETARY-TREASURER

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P NICHOLAS DIMITROPOLIS  
P JACK DONEGAN  
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P WILLIAM F. IRVIN  
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P JOSEPH KELLEHER  
P THOMAS P. KERR  
P DICK LeBLANC  
P KEVIN MAHAR  
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MASSACHUSETTS / AFL-CIO

8 BEACON STREET • BOSTON, MA 02108 • TELEPHONE 617 / 227-8260 • FAX 617 / 227-2010



6-25-1400



# MASSACHUSETTS / ~~AFL-CIO~~

Voice of Organized Labor 400,000 Strong

Bd Mtg 10.18.90  
202-637-5206 BTU.

PRESIDENT

ARTHUR R. OSBORN -no

EXECUTIVE VICE PRESIDENTS

yes JOSEPH M. LYDON  
yes JOSEPH C. FAHERTY  
yes JAMES FARMER -left message

SECRETARY-TREASURER

yes ROBERT J. HAYNES

VICE PRESIDENTS

no RICHARD ABBOW -no  
no RONALD ALMAN -left message -no  
no NATALIE BAKER -left message ?  
yes ROBERT A. BRYANT -left message  
yes EDWARD F. BURKE JR. -left message  
yes GIRO J. CARDINAL -left message -yes  
yes THOMAS CHIRILLO -left message  
JANET CIEJKA  
no EDWARD W. COLLINS JR. -left message no  
no JOHN P. CONLEY?  
no JOSEPH A. DART -left message  
no PAUL L. DEVLIN -yes  
no CHARLES DeROSA -no  
yes NICHOLAS DIMITROPOLIS -yes  
yes JACK DONEGAN -left message  
yes SANDRA FELDER -no  
yes RONALD A. FERRIS -no -u/b  
yes WILLIAM J. FOLEY -left message  
yes WILLIAM F. IRVIN -left message  
yes JOSEPH W. JOYCE -left message  
yes JOSEPH KELLEHER -left message  
yes THOMAS P. KERR -left message  
yes DICK LeBLANC -left message  
yes KEVIN MAHAR -left message  
yes CHARLES McDEVITT -left message  
yes PATRICK MELE JR. -no -on vac.  
yes NANCY MILLS -  
yes A. MICHAEL MULLANE -  
yes HERBERT OLLIVIERRE -  
yes JOHN PHINNEY -  
yes CYNTHIA RODRIGUES -left message  
no TONY ROMANO -no  
yes JOHN F. SIMMONS -  
yes CHARLES E. THOMPSON -  
yes MANNY WILLIAMS -left message

357-1900  
\* 440

357-1919  
c/o John Castle



775

Thurs. 6/7

Tel. Conf. 11 AF-CIO. ~~11~~  
10/18/90

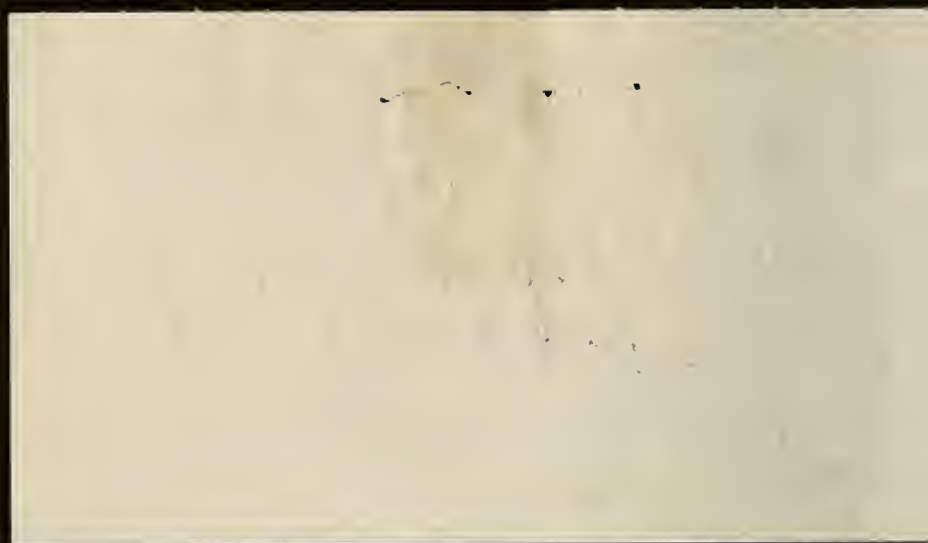
## MASSACHUSETTS / AFL-CIO





PHONE MEMO

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OF	Ron Ferris		NO.									
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SEPTEMBER 1990

# UAW-GM REPORT

## CONTRACT HIGHLIGHTS

### JOB AND INCOME SECURITY

Volume-related layoffs due to market conditions are limited to 36 weeks by new job security program; one-for-two attrition formula retained. Unprecedented income security backed by a fund of over \$4 billion.

### PENSIONS

Basic benefits increase by \$4.45; 30 and out increase to \$1,800; major increases for current retirees.

### ECONOMIC GAINS

Three percent general wage increase in first year, three percent lump-sum payments in second and third years. COLA formula maintained. Six-hundred dollar Christmas bonus in 1990, 1991 and 1992.

### OUTSOURCING CURBED

Vastly expanded UAW input at every level of sourcing decisions and new accountability backed by grievance and arbitration procedure.

### HEALTH CARE BENEFITS

All take-aways resisted, improved dental and other benefits.

### 'PEOPLE PROGRAMS' EXPANDED

New child care pilot program to provide supervised child care to GM employees.

### SKILLED TRADES

Immediate skilled trades wage increase of 30¢ per hour. Other gains include protection for basic trades and commitment to indenture 2,350 new apprentices by September 1993.

### HEALTH AND SAFETY

Ergonomics program leads major gains in health and safety.

### ATTENDANCE

New attendance procedure stresses employee assistance and improved appeal rights.

### HOLIDAYS

Forty-six holidays over the life of the agreement. Martin Luther King Jr. Holiday retained for each year.



*Members of the UAW bargaining team at GM. In row one are UAW Vice-President Stephen P. Yokich, President Owen Bieber, and Bargaining Committee Chair Gary Watson.*

## New UAW-GM Contract Breaks New Ground on Job Security and Pensions

Following a marathon 41-hour bargaining session, the UAW achieved the priority goals of protecting UAW-GM workers' jobs and incomes against volume-related layoffs, tightly restricting outsourcing, protecting pensions against inflation, strengthening health care benefits, and expanding "people programs."

UAW President Owen Bieber and Vice-President Stephen P. Yokich said, "UAW-GM workers will be better protected than ever from the pressures felt by an industry challenged by a changing global economy, unpredictable world events, and intense marketplace forces."

Bieber and Yokich noted that the UAW has "come full circle on job and income security" by protecting UAW-GM members against layoffs caused by declining market share.

The proposed agreement offers current and future retirees unprecedented protection against cost-of-living increases. In addition, current retirees will receive two lump-sum benefits totaling \$1,260.

The new contract provides a 3% general wage increase in the first year and 3% lump-sum bonuses in the second and third years. The current COLA formula is maintained with a one-time only 14-cent diversion from the December 1990 adjustment. Additionally, eligible workers will receive \$600 Christmas bonuses in December 1990, 1991, and 1992.

The UAW won substantially greater input into sourcing decisions and, for the first time, the right to submit grievances over sourcing to an umpire.

Bieber and Yokich commended the TOP Committee and its chairman, Gary Watson for their "unwavering commitment to attaining the goals set by the membership."

"In the final hours," they added, "it was the solidarity and discipline of UAW-GM members that proved decisive in winning this new agreement."



# UNION WINS KEY GAINS IN JOB AND INCOME SECURITY

The proposed agreement expands job and income security protections to substantially greater levels for active and displaced General Motors workers.

The UAW negotiating team imposed a limit of 36 on the number of layoff weeks which GM would be allowed to schedule for a worker for volume-related reasons over the life of the new agreement. This severe new restriction on the corporation significantly helps to address the need to protect UAW-GM members from market-driven volume declines.

When the 36-week limit is exhausted, GM must recall the worker. If no job is available, the worker must be placed in a Job Opportunity Bank Security (JOBS) program bank, with full pay and benefits.

The 36-week restriction is one major improvement in job security. It is accompanied by major gains in income security.

The centerpiece of the new income security gains is a UAW-won requirement that an active worker who is laid off during the course of the new agreement will be provided full Supplemental Unemployment Benefits (SUB) for any period of layoff, regardless of the worker's credit-unit standing and the status of the SUB Fund.

Together, the improvements carry forward the UAW's building-block tradition of negotiating important programs, and then improving and strengthening those programs in successive rounds of negotiations. Examples of such initiatives include such measures as the Guaranteed Income Stream won in 1982, the JOBS program begun in 1984, the Secure Employment Levels (SEL's) achieved for each bargaining unit in 1987, and other key protections.

Moreover, currently laid-off workers will be provided an array of new income protections and offers. These include full SUB benefits for 26 additional weeks for a worker with less than 10 years of seniority, and 52 additional weeks for a worker with 10 or more years of seniority. They also include mutual special retirement offers for a currently laid-off worker who is at least age 50 and has 10 or more years of seniority; offers of the voluntary termination of employment (VTEP) program, with the improved level of negotiated benefits; and additional, special benefits for workers at the four plants designated as "idled" by GM.

An effect of the improvements may be seen in an example of a worker with eight years of seniority who is faced with market-driven layoffs of 15 weeks each in 1991, 1992 and 1993, totaling 45 weeks. Not only will that worker be assured of full SUB benefits for the 36 permitted layoff weeks, he or she will be assured for the 37th through the 45th weeks (or longer) of placement in a JOBS Bank at full pay and benefits. This compares with currently reduced SUB payments of 20 percent, and exhaustion of credit units at a steeply accelerated rate.

The unprecedented new commitment to job and income security is backed up by a \$4.013 billion pledge from GM.

Of the total, \$3.35 billion is set aside to cover JOBS Bank and SUB protections over the life of the new agreement.

The remaining \$663 million represents the balances--which will be carried forward--in the established income protection accounts, including Guaranteed Income Stream (GIS), Advance Credit Account, Guaranteed Benefit Account, and SUB.

Those accounts will remain in place to provide benefits should the over-all JOBS/SUB obligation be exhausted. Further, regular contributions to the SUB fund, augmented by increases of 2¢, 1¢, and 1¢ over the term of the 1990 agreement, would recommence. In addition, funding for the Guaranteed Income Stream (GIS) Program is increased by \$14 million to make the total available for GIS benefits \$225 million. For employees laid off on or after the effective date of the agreement, eligibility was improved by lowering the seniority requirement to 10 years from 15 years.

In other words, if the \$3.35 billion negotiated by the union to enhance and extend guaranteed benefits isn't enough, a laid-off worker would have equal or greater income protection than he or she does currently.

In order to provide as much assurance as possible that the \$3.35 billion JOBS/SUB commitment will be sufficient to handle future unforeseeable events, the UAW will monitor the fund balances on a regular basis. The negotiating committee also insisted that the union have the flexibility to shift money from JOBS Bank to SUB protections, or vice versa, as necessary.

The improvements in job and income security were achieved in addition to those already in place under the SEL and other programs. Most importantly, this includes retention by the UAW of the one-for-two attrition rule: the corporation will continue to be required under the new agreement to recall one worker for every two normal attritions. As before, attritions resulting from a mutual special retirement or VTEP would decrease the SEL on a one-for-one basis.

The National Job Security and Operational Effectiveness Committee will continue to oversee implementation and administration of local Job Security and Operational Effectiveness Plans. The parties agreed to meet jointly with local committees to discuss the importance of job preservation and job creation, among other topics. The list of examples of appropriate areas which local parties may address was expanded to include the establishment of work standards on operations that fully utilize employees, and the examination of alternative work schedules which provide greater employment opportunities.

## New Program Allows Workers To Grow Into Retirement, Creates Openings for Job Bank Employees

The UAW and General Motors agreed to a new program that will enable longer-seniority active workers to grow into retirement, while, at the same time, creating job opportunities for laid-off UAW-GM workers.

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As the bargaining deadline nears, UAW Vice-President Stephen P. Yokich (left) and President Owen Bieber (right) confer on strategy. In the center is Richard Shoemaker, executive administrative assistant to Bieber.

## GAINS IN JOB AND INCOME SECURITY

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At plants where the creation of a large JOBS Bank makes finding meaningful assignments for Bank employees impractical, longer-seniority active workers will be allowed to take voluntary pre-retirement leaves, or other appropriate leaves, at 85% of straight-time pay until they are eligible for retirement. Their slots in the active workforce will then be filled by Bank employees.

In a new letter, the union and the corporation agreed to work out mutually acceptable program guidelines within 120 days of the effective date of the new agreement.

### VTEP Program Improved

The union also negotiated significant improvements in the Voluntary Termination of Employment (VTEP) program. Under the new agreement, the schedule of guaranteed lump-sum benefit payments is increased by \$3,000 to \$7,000 over prior levels, depending upon an eligible applicant's seniority. The VTEP program provides this benefit to workers not yet eligible to retire under the regular pension program.

A new provision continues basic health care coverage for a worker accepting a VTEP payment for six months dating from the end of the month following the month in which he or she last worked.

In addition, seniority for a worker accepting a VTEP payment will be continued until the last day worked subsequent to the date the VTEP application is received, rather than the date of receipt.

## TIGHTER PENALTIES ON EXCESS OVERTIME

The union negotiated stricter penalties against the scheduling of excessive overtime by GM. The increased penalties are aimed at reducing overtime in order to expand job opportunities.

The penalties will now be based on an ascending scale, requiring GM to pay proportionately greater amounts of penalty should overtime hours rise as a percentage of straight-time hours. The penalties will begin taking effect at a base level the same as the penalty under the prior agreement--GM must pay \$1.25 per hour for overtime hours worked in excess of 5 percent of straight-time hours. But the penalties will now increase to a requirement of \$5.00 per hour for overtime hours worked in excess of 19 percent of straight-time hours. As before, the penalties must be paid into the Joint Skill Development and Training Fund.

Following is the new penalty schedule:

Overtime Hours as Percent of Straight-Time Hours	Additional Penalty Amounts Per Hour
Greater than 5% through 12%	\$1.25
Greater than 12% through 13%	\$1.50
Greater than 13% through 14%	\$2.00
Greater than 14% through 15%	\$2.50
Greater than 15% through 16%	\$3.00
Greater than 16% through 17%	\$3.50
Greater than 17% through 18%	\$4.00
Greater than 18% through 19%	\$4.50
Greater than 19%	\$5.00

The UAW also negotiated provisions for a regular review of overtime work schedules by representatives of the International Union and the corporation. Specifically, the reviews will be "designed to focus on those plants and facilities that establish a pattern of high overtime scheduling on a sustained basis. The review is intended to assure that overtime work is not scheduled at a plant on an ongoing basis in cases where there are practical economical alternatives."

The new language also points out that, "The alternatives to overtime considered by the parties may include manpower increases, innovative shift arrangements, or improvements or additions to the plant's equipment which could eliminate a bottleneck; or the parties may conclude that the reasons for the overtime are temporary or unavoidable and that there are no practical or economical alternatives."

## DURATION AND RATIFICATION

None of these proposed changes in the agreement between the UAW and General Motors will take effect until the tentative agreement is ratified by a majority of the UAW-GM membership, and only then on the appropriate effective dates specified. In all cases, the actual language of the contract will govern.

The new agreement, if ratified, would run for three years and would expire at midnight, September 14, 1993.

# SUBSTANTIAL GAINS IN EARNINGS: UPFRONT 3%, BONUSES AND COLA

**TABLE A**  
**September 17, 1990**  
**General Wage Increase**

Base Rates Prior to Increase	Amount of Increase
Up thru - 12.49	37¢
12.50 - 12.83	38¢
12.84 - 13.16	39¢
13.17 - 13.49	40¢
13.50 - 13.83	41¢
13.84 - 14.16	42¢
14.17 - 14.49	43¢
14.50 - 14.83	44¢
14.84 - 15.16	45¢
15.17 - 15.49	46¢
15.50 - 15.83	47¢
15.84 - 16.16	48¢
16.17 - 16.49	49¢
16.50 - 16.83	50¢
16.84 - 17.16	51¢
17.17 - 17.49	52¢
17.50 - 17.83	53¢
17.84 - 18.16	54¢
18.17 - 18.38	55¢

**TABLE B**  
**Examples of**  
**Total Wage Increases**

	Janitor	Assembler	Tool & Die
Base Rate End of Old Contract	\$13.51	\$14.01	\$16.48
General Wage Increase	0.41	0.42	0.79*
Cola Fold-In	1.68	1.68	1.68
<b>New Agreement:</b>			
Base Rate	15.60	16.11	18.95
Beginning COLA Float	0.05	0.05	0.05
1st-year COLA	0.37	0.37	0.37
<b>End 1st-year Wage</b>	<b>16.02</b>	<b>16.53</b>	<b>19.37</b>
2nd-year COLA	0.66	0.66	0.66
<b>End 2nd-year Wage</b>	<b>16.68</b>	<b>17.19</b>	<b>20.03</b>
3rd-year COLA	0.69	0.69	0.69
<b>End 3rd-year Wage</b>	<b>17.37</b>	<b>17.88</b>	<b>20.72</b>

\* Includes 30¢ special skilled trades adjustment

*(Projected COLA assuming 4.4% average inflation)*

The tentative agreement with General Motors provides UAW workers with substantial gains in earnings through an up-front 3% general wage increase, 3% lump-sum Performance Bonus payments in the second and third years, and \$600 Christmas Bonuses in December 1990, 1991 and 1992. As before, wages will be protected against inflation by a cost-of-living allowance (COLA). The negotiated improvements include:

- Effective September 17, 1990, hourly base rates will be increased by 3%. See Table A for general wage increase amounts. In addition, there will be a 30 cent special adjustment for the skilled trades--the first such increase since 1976.

- After calculation of the 3% general wage increase, \$1.68 of the current \$1.73 COLA float will be folded into base hourly rates. See Table B for examples of new base rates reflecting the COLA fold-in, the 3% general wage increase and the skilled trades special adjustment.

- UAW-GM workers will receive lump-sum Performance Bonus payments equaling 3% of their prior year's qualified earnings in the pay periods ending October 13, 1991, and October 11, 1992. For a typical UAW-GM assembler, bonus payments are estimated to be \$1,280 for 1991 and \$1,330 for 1992. For the assumptions used in calculating these estimates, as well as Performance Bonus estimates for various typical job classifications, see Table C.

- Three Christmas Bonuses of \$600 each will be payable in December 1990, 1991, and 1992. Eligibility requirements and other details will be discussed by the parties and mutually agreed upon prior to the first bonus payments.

- COLA will continue to be paid based on the current one cent for .26 formula. There will be a one-time only diversion of 14 cents of COLA from the

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**TABLE C**  
**Performance and**  
**Christmas Bonus**  
**Payments for Typical**  
**Job Classifications**

	Janitor	Assembler	Tool & Die
October, 1991	\$1,240	\$1,280	\$1,505
December, 1991	600	600	600
Total 1991*	\$1,840	\$1,880	\$2,105
October, 1992	\$1,290	\$1,330	\$1,555
December, 1992	600	600	600
Total 1992*	\$1,890	\$1,930	\$2,155

\* Based on eligible pay, assuming 4.4% inflation on average, and 2080 hours worked, including overtime and eligibility for Christmas bonus.



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December, 1990 adjustment. Assuming an average of 4.4% inflation, and after the 14-cent diversion, the formula would generate a total of \$1.72 as of the June, 1993 quarterly COLA adjustment. This would increase the COLA float from 5 cents at the start of the new agreement to \$1.77, thereby raising the hourly rate for an assembler to \$17.88 by June 1993 (see Table B).

•Through the combination of a 3% first year wage increase, 3% lump sum Performance Bonus payments in the second and third years, three \$600

Christmas Bonuses and continued cost-of-living (COLA), these gains will be worth an estimated \$14,000 to the typical UAW-GM assembler over the three years of the proposed agreement (including the impact on overtime, shift premium, vacation, holiday and PAA pay and other miscellaneous pay, in addition to straight time pay).

Furthermore, as described more fully elsewhere in this brochure, various wage-related benefits will increase substantially as a result of the fold-in of current COLA and the general and skilled trades wage increases.

## MAJOR BREAKTHROUGH WON IN PROFIT SHARING FORMULA

A major breakthrough was achieved in the UAW-GM profit sharing plan formula. For the first time since profit sharing was negotiated in the auto industry, profit sharing payments will be made on a "first dollar" basis--for example, if GM makes any money at all on its U.S. operations, a payout will be triggered, without the need to get over a minimum profit hurdle.

In addition, the formula was enriched to provide higher payouts up to a maximum of 17 percent of profits, according to the following formula:

On the first 1.8% of sales (0 - 1.8%)

**6% of profits**

On the next .5% of sales (1.8 - 2.3%)

**8% of profits**

On the next 2.3% of sales (2.3 - 4.6%)

**10% of profits**

On the next 2.3% of sales (4.6 - 6.9%)

**14% of profits**

On profits over 6.9% of sales

**17% of profits**

Under the previous UAW-GM profit sharing formula, there was no payout until profits were above the 1.8% of sales hurdle, and the maximum payout was 16% of profits. The new formula provides a profit share of 6% on all profits up to 1.8% of sales. Higher profit shares were negotiated for sales brackets 1.8-2.3% of sales (previously 7.5%), 4.6-6.9% of sales (previously 13.5%), and over 6.9% of sales (previously 16%).

Keep in mind, however, that the UAW-GM workers' profit share is still dependent upon future profits generated at U.S.-GM operations.

Changes in both the plan and administrative procedure were negotiated, including provisions regarding profit sharing deferrals to the Personal Savings Plan (PSP). (Refer to the Personal Savings Plan section for details.)

The changes in the plan, procedure, and formula are effective January 1, 1991

## SHIFT PREMIUM WILL BE EXPANDED

Under the new agreement, when a UAW-GM worker whose normal shift begins on or after 6:00 a.m., and before 11:00 a.m., is scheduled to work 12 or more hours, that worker will be paid a 5 percent shift premium for all hours worked in excess of eight hours.

## SUBSTANTIAL GAINS IN BENEFITS FOR CURRENTLY LAID-OFF WORKERS

The UAW-GM negotiating team succeeded in significantly expanding benefits available to workers currently laid-off as a result of volume reductions. Under the new contract, currently laid-off workers between ages 50 and 61 with 10 or more years of credited service ("50 and 10") will be eligible for Mutually Satisfactory Retirement. The "50 and 10" program will be offered at locations with JOBS Banks and/or GIS-eligible employees on layoff.

SUB benefits and the Voluntary Termination of Employment Program (VTEP) have been dramatically improved for currently laid-off workers. For example, an additional 52 weeks of continuing SUB benefits are available to those with 10 or more years seniority--or these workers can accept a special VTEP, as follows:

•Before exhausting SUB - \$30,000

•After exhausting SUB and before beginning Continuing SUB - \$20,000

•After exhausting Continuing SUB - \$10,000

For those with one to nine years of seniority, an additional 26 weeks of continuing SUB benefits are available or they can opt for a special VTEP, as outlined below:

•Before exhausting SUB - \$15,000

•After exhausting SUB and before beginning Continuing SUB - \$10,000

A worker who has broken seniority but retains rehiring rights will be offered a VTEP of \$5,000.

## Additional Benefits for Workers at "Idled Plants"

Workers at the four plants "idled" by General Motors under the 1987 agreement--Fiero, Leeds, Framingham, and Lakewood--are eligible for the benefits outlined above plus an additional 12 weeks of full SUB benefits and preferred hiring rights at other GM locations.

None of the costs associated with these four plants will be charged against the JOBS/SUB cap. The estimated cost of SUB/GIS at the four idled plants is \$340 million over the life of the new agreement.



# BREAKTHROUGHS ON SOURCING

As a result of hard bargaining by the UAW bargaining team during these negotiations, General Motors will fundamentally change its approach to sourcing decisions. The new agreement commits GM to working with the union to preserve jobs, replace jobs which may be lost by outsourcing, and to create jobs for Jobs Bank and laid-off workers -- and to improving long-term job security by growing the business.

## Holding GM Accountable

To hold GM accountable to these commitments, the UAW successfully pushed to make the new agreement on sourcing a stand-alone appendix, rather than a letter as previously done. This breakthrough means that grievance and arbitration remedies previously available only to workers who are impacted by subcontracting are now also open to workers who are affected by outsourcing, or work not being brought in-house. For the first time, those workers have the right to seek remedy from an umpire. Further, the available remedies will include being put back to work as well as being awarded back wages.

## Expanded UAW Input In Sourcing Decisions

The union won substantially expanded input into all GM sourcing decisions at each stage of the decision-making process, including future product sourcing. Sourcing guidelines will be developed jointly by the UAW and General Motors, and will include such criteria as quality, technology and cost. After days of hard bargaining, GM agreed to the union's demand that "transfer pricing profits" not be used as sourcing criteria.

Significant new language requires GM to provide the UAW with full disclosure of the procedures utilized in sourcing activities and to seek the union's

input into sourcing discussions on new or redesigned products from the earliest phase of planning onward. The company is required to hold quarterly meetings to provide complete information on all insourcing and outsourcing activities.

Another breakthrough significantly improves the ability of Local JOBS Committees to identify previously outsourced work and new work that might be performed competitively in-house. Within 90 days of the effective date of the national agreement, GM must provide the International Union a complete list of all work similar to that performed by UAW-GM workers that has been outsourced previously or that has traditionally been performed by outside suppliers. **This includes work that has never before been done by UAW-GM workers.**

If the Local JOBS Committee's proposal establishes that certain work can be performed competitively, management will adopt the committee's proposal and, barring "unique or unforeseen" circumstances, bring the work in-house.

In addition, the new agreement expands the definition of outsourcing to include work connected with current, new, or redesigned vehicles; fabricated parts; powertrain, and component products. This new language prevents GM from making minor changes to an existing product and claiming the product is "new."

Under the new agreement, the International Union and the local union will be given longer advance written notice--120 days instead of the current 90 days--of any contemplated outsourcing decisions. Further, the corporation is now required to provide the union with access to all data, including financial information, needed to evaluate product competitiveness and contemplated sourcing at the time written notice is given. In sum, the UAW now has greatly expanded rights to "look at the books" with respect to sourcing. The union's proposal to keep the work in-house will be made within 60 days of receipt of the written notice.



*UAW bargaining team members at work during the last week of negotiations.*



# 'PEOPLE PROGRAMS' ENHANCED

## *Union Representation Is Increased*

To expand the impact and availability of successful "people program" activities to UAW-GM members, a new formula has been developed to provide increased joint program representation. The new formula will provide full-time joint program representation to smaller locations which previously had no representation, and it will increase representation at other locations.

<u>Plant Population</u>	<u>Number of Representatives</u>
Up to 200	1
201 to 400	2
401 to 600	3
601 to 1,000	4
1,001 to 5,000	Ratio of 1:250
5,001 and above	Ratio of 1:275

In the evolution of programs such as Health and Safety, Attendance, Employee Assistance Program (EAP), Human Resource Development, Joint Training, Quality Network, and Joint Activities, well-trained experts have been developed whose expertise can now be redeployed to programs requiring special attention.

To more fully utilize the experience and talents of these representatives and in recognition of the unique circumstances in each location, a Local Joint Leadership Group, comprised of the local union president, the chair of the shop committee, the plant manager, and the personnel director, will develop a plan for their joint activities and will determine how to utilize full-time joint program representatives to best serve the needs of UAW-GM members. All such representatives will be appointed by the vice-president and director of the UAW-GM Department.

This formula does not include: benefits representatives, industrial hygiene technicians, apprentice representatives, or others specifically addressed in the agreement. Nor does this agreement interfere with any locally agreed-on projects or initiatives which may provide for additional staff or resources.

### **Joint Skill Development and Training Program**

Bargainers expressed satisfaction with the work of the Joint Skill Development and Training Program, which seeks to assure that all UAW-GM workers receive a broad array of training and development opportunities. Since the inception of the National Joint Skill Development Programs, well over 250,000 UAW-GM workers have received about 26 million hours in job-related training, basic education enhancement and interpersonal and communication skills. In reaffirming continued support for this program it was agreed that the National Joint Skill Development Committee will maintain close communications with various levels of the corporation to assure that all parties contribute to the effective utilization of the program.

### **Television Communications Services**

In 1987, the agreement provided for joint development of independent satellite programs for

### **CHILD CARE REFERRAL SERVICES EXPANDED**

#### *Pilot Near-Site Center Agreed On*

Obtaining affordable, convenient child care is an important concern of many UAW-GM families. In response to this concern, in the 1984 and 1987 agreements, the parties devised a child care referral system where UAW-GM members could obtain information, free of charge, on child care services in their area which may meet their specified needs.

Currently referral services are in operation at 14 locations. Under the new agreement these referral services will be continued and expanded to additional locations upon request.

In addition, a new approach to handling child care needs will be made through a pilot program to set up a center to provide child care services directly to employees. This center will operate on a five-day week, two-shift basis, under the management of a recognized child care provider selected by the UAW-GM Human Resource Center. Ongoing costs will be funded on a shared basis between fees assessed to workers using the service and National Joint Training Funds.

UAW-GM represented employees. In further development of that effort, the parties have agreed to implement an Integrated Television Communication Service.

This new service will include installation of receiving capabilities in all locations of 200 people or more, alternative arrangement for smaller plants, and the joint development of programming related to joint activities, training, and other material related to various features of joint programs.

### **Tuition Assistance Plan Broadened**

UAW negotiators substantially improved the Tuition Assistance Plan (TAP) with the addition of Counselor Advisor Services, increased eligibility, higher benefit amounts, and the possibility of educational credits for certain in-plant training.

As a result of the successful Educational Development Counselor Pilot Program agreed to in 1987, educational counselor services will now be made widely available to provide competent educational counseling to employees.

Benefit coverage has been expanded to permit the surviving spouse and children of a worker whose death occurred while actively employed, to utilize unused TAP funds for a period of one year following the member's death.

Increased TAP amounts have been gained which provide those with one year or more of seniority who are laid off with up to \$4,000 in benefits, up from

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# EMPLOYEE ASSISTANCE PROGRAM

The Employee Assistance Program (EAP) has been substantially revamped to provide a more positive, wider and more effectively administered array of services to UAW-GM workers.

The Substance Abuse program will now become the Employee Assistance Program (EAP), which will be broadened to incorporate personal problems which include: substance abuse; mental health; marital, family, and financial problems. The aim of the new program is to help UAW-GM workers develop a healthier lifestyle and, in so doing, address concerns over absenteeism, tardiness, and deteriorating performance.

The program recognizes that a key ingredient in combatting personal problems is education, and accordingly provides for the development of a comprehensive education and training program directed at the entire workforce, union, and management.

As a result of a pilot study of the effectiveness of earlier EAPs, a set of standards has been adopted which will insure that all EAP sites will provide similar program effectiveness and administration. A commitment to expand the professional development and certification of EAP representatives will also be pursued.

This expanded program will also cover spouses and children of workers, and retirees.

The overall responsibility for the program will flow from the National Employee Assistance Committee, directed jointly by the vice-president and director of the UAW GM Department, and the vice president of industrial relations for General Motors.

The program will be based locally and will be administered by a new local EAP team comprised of the president of the local union, the chair of the shop committee, the plant manager, and the plant personnel director. The local EAP team will be assisted by local EAP representatives whose numbers will be increased depending on plant population.

A central diagnostic referral agency will be set up to assist the local EAP team or as a direct contact in obtaining professional diagnosis and referral for treatment. This agency will replace the previous arrangement and will provide greater input by the local EAP team in securing appropriate treatment facilities. Active aftercare and follow-up programs will be established and workers will be encouraged to understand and participate in therapeutic self-help groups.

## PEOPLE PROGRAMS

*(Continued from previous page)*

\$3,500. Those with from three to four years of seniority may now receive \$5,000 in benefits, up from \$4,500, and those with four or more years may receive \$6,000, up from \$5,500.

Active workers who are eligible can receive up to \$2,800 for college degree courses, a \$550 increase. For job-related courses the benefit has been raised by \$300, to \$1,800, and for personal development the amount is now \$1,250.

In addition to a number of other improvements, the parties have agreed to work jointly with local degree-granting institutions to determine the possibility of obtaining educational credit for certain in-plant training.

### Quality of Worklife (QWL) Changed; Focus Is Sharpened

The Quality of Worklife (QWL) program has been changed to the Human Resources Development program. The bargainers agreed that a single focus must be communicated which should revolve around people and the benefits and values of the Quality Network, which is discussed elsewhere in this brochure.

### Gains in Other Joint Programs

The new agreement makes improvements in other joint programs. The Paid Education Leave (PEL) program will be expanded at the local level. In addition to continued support for the successful

pre-retirement program, "Design Your Successful Tomorrow," under this new agreement a new post-retirement program will be developed to assist retirees in personal planning after retirement. Appropriate resources will be provided to offer necessary training opportunities to handicapped workers.



**UAW Vice-President Stephen P. Yokich (right) discusses the union's position during a break from the bargaining table.**



# GROUP INSURANCE GAINS

The Group Life and Disability Insurance Program was substantially improved during the 1990 UAW-GM negotiations. Important improvements include significant increases in amounts of Life Insurance, higher levels of Sickness and Accident and Extended Disability benefits, increases in Survivor Income benefits, and premium waivers in the Optional and Dependent Life Program. These changes become effective immediately for those working on or after the effective date of the contract, except as otherwise noted.

## Sickness and Accident Insurance (S&A) and Extended Disability Benefits (EDB)

All workers will receive substantial increases in S&A and EDB benefits as a result of higher wages and the fold-in of \$1.68 of the COLA float.

The addition of 7 new brackets at the top of the wage-related benefit schedule, and the 30¢ special skilled trades adjustment will result in benefit improvements for classifications at the top of the scale by establishing new maximum benefit amounts. The highest S&A bracket will generate a benefit of \$490 per week. The new EDB maximum benefit is \$1,770 a month for workers with less than 10 years of seniority, and a maximum of \$1,945 a month for workers with 10 or more years of seniority.

## Life and Extra Accident Insurance

Substantial increases were made in the levels of Life and Extra Accident insurance through wage improvements and by updating the benefits to reflect \$1.68 in cost-of-living increases added to wages since September 1987. New brackets added to the top of the wage-related Life Insurance and Extra Accident Insurance schedule and the skilled trades adjustment will result in higher benefits. The new maximum Life Insurance amount is \$47,000 and the maximum Extra Accident Insurance is \$23,500.

Insurance benefits were increased for work-related fatalities to two and one-half times the total amount of Basic Life Insurance in effect at the time of death. The previous benefit had been twice the Basic Life Insurance amount.

## Survivor Income Benefits

In addition to life insurance benefits, the survivors of a deceased worker may be eligible for a monthly survivor income benefit. Gains were made in both the two-year transition benefits and the longer-term Bridge benefit.

The transition benefit is increased \$50 from \$400 to \$450 monthly for eligible survivors (widows, widowers, and eligible orphans) not eligible for unreduced Old Age Survivor's or Disability benefits under Social Security. For survivors eligible for benefits under Social Security, the monthly Transition payment is increased by \$25 to \$250 monthly. This latter amount is paid in addition to Social Security Mothers'/Fathers' benefits paid to a surviving spouse caring for dependent children.

Increases in the Bridge benefit were also

achieved. The Bridge payment is increased by \$50 to \$450 monthly.

## Continuing Group Life for Employees and Retirees After Age 65 Improved

The minimum Continuing Group Life Insurance will be increased \$1,000 from \$3,500 to \$4,500 for those who retire under the new agreement.

## Optional Life and Dependent Life Insurance

Members enrolled in the Optional Life and Dependent Life Insurance programs will enjoy a four-month premium waiver effective as soon as practicable. During the term of the new agreement the program will be reviewed at the request of the union or if the reserves reach 30% of annual premiums.

## Impartial Medical Opinion Program

The current Impartial Medical Opinion (IMO) program will be expanded to cover employees currently not covered by local IMO agreements.

The travel allowance for IMO exams and Total and Permanent Disability Pension exams has been raised from 20 cents per mile to 23 cents per mile for all miles driven if the facility is 40 miles or more from the member's residence.

## EXAMPLES OF INSURANCE BENEFIT INCREASES

The table below illustrates the benefit improvements payable to an assembler and the tool and die classification:

Type of Insurance Benefit	Old Agreement	New Agreement	Increase
<b>Weekly Sickness &amp; Accident Benefit</b>			
Assembler	\$340	\$390	\$50
Tool & Die	\$400	\$455	\$55
<b>Monthly Extended Disability Benefit</b>			
Assembler with 10 or more years of service:	\$1,345	\$1,545	\$200
Assembler with fewer than 10 years of service	\$1,225	\$1,405	\$180
Tool and Die with 10 or more years of service	\$1,580	\$1,815	\$235
Tool and Die with fewer than 10 years of service	\$1,435	\$1,650	\$215
<b>Life Insurance</b>			
Assembler	\$32,500	\$37,500	\$5,000
Tool and Die	\$38,000	\$44,000	\$6,000
<b>Extra Accident Insurance</b>			
Assembler	\$16,250	\$18,750	\$2,500
Tool and Die	\$19,000	\$22,000	\$3,000

# HOW OUR PENSION

Dramatic improvements were achieved throughout the UAW-GM Pension Program.

Major negotiated increases in benefit amounts will provide UAW-GM workers who retire under the proposed agreement with protection against inflation for the life of the agreement, as well as gains in real income. These gains will raise basic benefit rates to at least \$30.70, and monthly 30-and-Out benefits to \$1,800.

Current retirees and surviving spouses will receive a combination of major benefit increases and lump-sum payments. In addition, workers who retired before October 1, 1979, will receive a substantial special increase in basic pension benefits. This special increase will raise the pension benefit rates to at least \$20.00 per month per year of credited service. This special "catch-up" will bring the basic benefits for those who have been retired the longest to amounts closer to those of more recent retirees. There also will be a special catch-up in the 30-and-Out amounts, to at least \$1,100 per month payable to age 62 and one month.

Through the negotiated catch-ups, the retirement incomes of more than 95,000 UAW-GM retirees and surviving spouses will be raised dramatically, with the largest increases benefiting the 49,000 retirees and surviving spouses of workers who retired before February 1, 1974. For example, the basic benefit rate for a worker in Benefit Class A who retired before October 1, 1970, is increased by more than 26 percent, from \$15.90 to \$20.00 per month per year of credited service. Thus, the unreduced basic benefit for such a retiree with 30 years of service will rise from \$477 to \$600 per month.

To help assure that retirement incomes of workers who retire under the new agreement keep pace of the rising costs of living, the UAW negotiated a series of periodic increases in their basic benefits, 30-and-Out supplements, Temporary Benefits, and Interim Supplements.

The entire package of pension increases amounts to an added expense to General Motors of \$1.46 billion. This is in addition to the current expense of one of the finest pension plans in North American industry.

## I. RETIREMENTS UNDER THE NEW CONTRACT

### A. Basic Benefit Rate

For retirements on or after October 1, 1990, basic benefits will be increased by \$4.45 per month per year of credited service over the term of the agreement. For the first time, workers retiring during the first two years of the new agreement will automatically receive benefit increases during the remainder of the agreement that will keep their benefits equal to the rates then in effect for new retirees. Thus, a retiree in the first year of the agreement will receive the same basic benefit in the third year as a new retiree in the third year who held the same job. The new benefit rates and effective dates are as follows:

TABLE 1

Retirement With Benefits Payable Beginning  
On or After 10/1/90

For Basic Benefits Payable

Benefit Class Code	Current Contract	10/90 to 9/91	10/91 to 9/92	10/92 and After
A	\$23.25	\$28.35	\$29.50	\$30.70
B	\$26.50	\$28.60	\$29.75	\$30.95
C	\$26.75	\$28.85	\$30.00	\$31.20
D	\$27.00	\$29.10	\$30.25	\$31.45

The Joint and Survivor Option and age reduction factors continue to be applicable to these benefits.

### B. 30-and-Out Monthly Income

Thirty-and-Out benefits are also increased substantially for new contract retirees who retire before age 62. Workers retiring

during the first two years of the agreement will automatically receive benefit increases during the remainder of the agreement, that will keep pensions level with amounts then payable to new retirees. The 30-and-Out monthly pensions for new contract retirees are:

TABLE 2

Total Monthly Benefit Rate for Determining  
Monthly Early Retirement Supplement  
Before Age 62 and One Month  
For Retirements With 30 or More Years  
of Credited Service

For Benefits Payable

10/90 to 9/91	10/91 to 9/92	10/92 and After
\$1,600	\$1,700	\$1,800

### C. Temporary Benefits

For retirements on or after October 1, 1990, the temporary benefit, which is applicable to workers who retire with a mutually satisfactory pension and disabled retirees not in receipt of Social Security disability benefits, is increased from the current \$21.40 per month per year of credited service (maximum \$642) as follows:

Retirements on or After	Monthly Benefit Per Year of Credited Service	Maximum Monthly Benefit
On or after 10/1/90, before 10/1/91	\$25.00	\$750
On or after 10/1/91 before 10/1/92	\$27.20	\$816
On or after 10/1/92	\$29.30	\$879

This benefit, which is paid in addition to a basic benefit unreduced for age, will be payable until age 62 and one month or, if earlier, until Social Security disability benefits are payable.

### D. Interim Supplement

The interim supplement has been increased for employees who retire on regular early retirement before reaching age 62 and one month, and who have less than 30 years of credited service. Workers retiring during the first two years of the new agreement will automatically receive increased benefits during the remainder of the agreement. The new amounts and effective dates are:

Monthly Amounts\* Per Year  
of Credited Service for Retirements  
On or After 10/1/90

Age at Retirement	10/1/91 through 9/1/91	10/1/91 through 9/1/92	10/1/92 and After
55	\$11.00	\$12.00	\$12.90
56	\$12.95	\$14.10	\$15.20
57	\$15.70	\$17.05	\$18.40
58	\$18.40	\$20.00	\$21.55
59	\$20.55	\$22.40	\$24.10
60	\$23.75	\$25.85	\$27.85
61	\$23.75	\$25.85	\$27.85

\*Prorated for intermediate ages based on number of complete calendar months by which the employee's age is less than age at next birthday.



# PLAN IS IMPROVED

## II. CURRENT RETIREES

### A. Basic Benefit Rate

Effective October 1, 1990, the basic benefit rates under the new agreement have been increased by \$1.25 per month per year of credited service. Further, a minimum benefit of \$20 (Class A) per month per year of credited service has been added to the plan; this amounts to an increase of \$4.10 per month per year of credited service for those who have been retired the longest under the plan. The dramatic effect of these two improvements combined is shown in the following table of rates applicable to retirees (Benefit Class Code A) with 30 years of credited service who retired after age 62 without the survivor coverage:

Example of Pension Gains for Current Retiree with 30 Years of Service Receiving Basic Benefits

Retirement Date	Prior Benefit (Class code A)	Monthly Increase	Total Gain Over the Three Years*
Before 3/1/74	\$15.90	\$123.00	\$5,688
4/1/74-9/1/76	\$16.20	\$114.00	\$5,364
10/1/76-9/1/78	\$16.45	\$106.50	\$5,094
10/1/78-9/1/79	\$16.70	\$99.00	\$4,824
10/1/79-9/1/80	\$20.00	\$37.50	\$2,610
10/1/80-9/1/81	\$20.10	\$37.50	\$2,610
10/1/81-9/1/84	\$20.20	\$37.50	\$2,610
10/1/84-9/1/85	\$22.85	\$37.50	\$2,610
10/1/85-9/1/86	\$22.95	\$37.50	\$2,610
10/1/86-9/1/87	\$23.05	\$37.50	\$2,610
10/1/87-9/1/88	\$26.05	\$37.50	\$2,610
10/1/88-9/1/89	\$26.15	\$37.50	\$2,610
10/1/89-9/1/90	\$26.25	\$37.50	\$2,610

\* Includes two lump-sum payments of \$630 each. Amounts are lower for those currently receiving Lifetime and Age-Service Supplements.

This increase affects all retirees whose benefits started before October 1, 1990, as well as surviving spouses of those retirees. The increase is reduced by the applicable factors for early retirement and surviving spouse coverage. Those retirees who receive a lifetime supplement will have \$30.00 of this amount folded-in to the basic benefit increase. Those retirees who receive an age-service supplement will have \$1.00 of this benefit folded-in to the basic benefit increase.

### B. 30-and-Out Supplement

Effective October 1, 1990, the total benefit paid to a current retiree who is receiving a 30-and-Out supplement will increase by at least \$75 per month, or any greater amount necessary to raise the total benefit to \$1,100 total (less applicable charges for survivor coverage). Those retirees who are older than age 62 and one month and who are eligible for a 30-and-Out supplement will receive a \$37.50 increase in their total benefit. The effect of these two changes can be demonstrated by the following table of benefits applicable to 30-and-Out retirees younger than age 62 and one month.

Example of Pension Gains for Current 30-and-Out Retiree

Retirement Date	30-and-Out Benefit	Monthly Increase	Total Gain Over the Three Years*
Before 3/1/74	\$750	\$350	\$13,860
3/1/74-9/1/74	\$800	\$300	\$12,060
10/1/74-9/1/76	\$850	\$250	\$10,260
10/1/76-9/1/78	\$875	\$225	\$9,360
10/1/78-9/1/79	\$925	\$175	\$7,560
10/1/79-9/1/80	\$975	\$125	\$5,760
10/1/80-9/1/81	\$985	\$115	\$5,400
10/1/81-9/1/84	\$995	\$105	\$5,040
10/1/84-9/1/85	\$1,215	\$75	\$3,960
10/1/85-9/1/86	\$1,225	\$75	\$3,960
10/1/86-9/1/87	\$1,235	\$75	\$3,960
10/1/87-9/1/88	\$1,480	\$75	\$3,960
10/1/88-9/1/89	\$1,490	\$75	\$3,960
10/1/89-9/1/90	\$1,500	\$75	\$3,960

\* Includes two lump-sum payments of \$630 each. Amounts are lower for those currently receiving Lifetime and Age-Service Supplements.

### C. Lump Sum Payments

Employees who retired before October 1, 1990 will be entitled to a special lump-sum payment, in December, 1991 and December, 1992, of \$21 per year of service, with a maximum payment of \$630 (30-year credited service maximum), and a minimum payment of \$210. Surviving spouses will receive \$12.60 per year of credited service with a maximum payment of \$378 (30-year credited service maximum), and a minimum payment of \$126, payable on the same dates.

### D. Temporary Benefits

Effective October 1, 1990, the Temporary Benefit for employees who retired with benefits starting before October 1, 1990 and who are either receiving a mutually satisfactory retirement or disability retirement (not receiving Social Security benefits), will increase by \$1.25 per month per year of credited service, up to a maximum of \$37.50 (\$31.25 for retirements before January 1, 1983). This benefit is payable until age 62 and one month or, if earlier, until Social Security disability benefits are payable.

### E. Interim Supplement

As of October 1, 1990, interim supplements payable to those retirees who were receiving this benefit before October 1, 1990 will be increased by the following amounts:

Age at Retirement	Monthly Increase per Year of Credited Service
55	\$ 0.55
56	\$ 0.65
57	\$ 0.80
58	\$ 0.95
59	\$ 1.05
60	\$ 1.20
61	\$ 1.20

As is the case for future retirees, the above amounts will be prorated for fractional ages at retirement.

(Continued on page 13)

# HEALTH CARE BENEFITS

## Union Resists Company Takeaways

UAW bargainners came to this set of negotiations determined to resist all efforts by the company to erode the excellent health insurance program built through years of difficult struggle by UAW members. GM presented demands to eliminate the traditional option and reduce HMO and PPO benefits which would have generated additional co-pays and out-of-pocket expenditures. But UAW bargainners held firm and came away with enhancements in the health insurance program which preserve the wide variety of coverages and options available to UAW members, and which satisfy our goal of providing high quality health care in a cost effective manner.

For retirees, surviving spouses, and those on long term disability who are enrolled in Medicare Part B the payment levels for Medicare Part B premiums (the special benefit) will be increased to keep pace with anticipated cost increases. Beginning January 1, 1991, the benefit will be \$31.00, as of January 1, 1992, \$34.00, and January 1, 1993, \$38.50, but in no case more than the actual Part B premium.

The Special Benefit payment will no longer be considered taxable income because after January 1, 1991, employees and retirees who are eligible for Medicare Part B will be required to enroll in Medicare Part B in order to receive the Special Benefit. Those who are Medicare eligible as of January 1, 1991, and are not enrolled in Medicare Part B, will continue to get the Special Benefit amount they were getting prior to January 1, 1991, unless they enroll in Medicare Part B, in which case they will receive the full Special Benefit with all increases. All GM health care coverage will continue in full.

Dental benefits were improved. Effective January 1, 1991, the lifetime maximum for orthodontia will be increased to \$1,300 from the current \$1,125. One additional prophylaxis (teeth cleaning) will be covered for individuals with a documented history of periodontal disease. The frequency of bitewing x-rays will be changed to one per year and full mouth x-rays will be payable once every five years in order to reflect currently recognized dental quality standards. Additional x-rays will be covered if necessary for dental or medical reasons.

The Durable Medical Equipment (DME) and Prosthetic and Orthotic (P&O) appliance lists were updated to cover those items reimbursable under Medicare as of October, 1990. Effective January 1, 1991, new covered items include 1) respiratory equipment such as portable iron lungs and various items used by patients on oxygen, 2) blood pressure cuffs for sight-impaired persons with kidney disease, 3) socks for the stumps of amputated limbs, and 4) speaking valves for patients with a tracheotomy. In addition, a number of non-Medicare approved items such as accessories for children's wheelchairs and phototherapy lights for infants with jaundice will be covered.

In addition the Maintenance Legend Drug list which allows for dispensing of 100 unit doses was increased with the addition of 7 more items.

## Corp.-Union Committee on Health Care Benefits

The Corporation Union Committee on Health Care Benefits (CUCHCB) which was established to engage in activities that will enhance benefits, improve the quality of care and produce cost savings was given a full agenda which includes:

- Review of HMO and PPO performance, especially in the area of mental health and substance abuse treatment, and the evaluation of their cost effective delivery of care.
- Review the Case Management program with a view to expanding it.
- Review the Predetermination Program, claims processing, and other administrative procedures to make them more efficient and responsive.
- If feasible, develop pilot programs for Vision, Dental and Laboratory PPO programs.
- Develop and implement a process for adding new medical procedures and technology.
- Develop educational programs to inform our members and the community about quality issues and to provide information about early detection of medical problems.

## Long-Term Care Pilot Program

The funding period for the Long Term Care pilot program has been increased by two and a half years and the pilot has been extended to three years. The corporation has agreed to implement the pilot program by January 1, 1991 at a location to be determined.

This innovative program's chief goal is to help severely impaired individuals maintain their independence and dignity, and, when necessary, provide institutional custodial care. Within the pilot site location, all active employees and their families as well as those retirees and their dependents who retired on or after Oct. 1, 1987, or will retire during this agreement will be covered for services to assist persons in such basic activities of daily life as bathing, dressing, eating, and housekeeping that they are unable to perform or have difficulty performing alone.

The Long Term Care pilot program will also provide information and referral services to pre-Oct. 1, 1987 retirees from the selected site.

## Coordination of Benefits Pilot Program

The Coordination of Benefits program will be modified on a pilot basis. The program will ensure that if another insurance company is primary for a claim, it will pay first, then the Health Care Program will pay the balance.

*(continued on next page)*



# HEALTH CARE

(continued from previous page)

As part of the pilot, safeguards will be established to protect workers from delays in payment. The UAW and GM will jointly develop educational programs to ensure the program is implemented smoothly, and each party will designate individuals with full authority to expedite payment of claims. The union can terminate the pilot program if it does not perform satisfactorily.

## New Mental Health and Substance Abuse Program

Mental health and substance abuse benefits will be substantially improved under the new agreement. The new program is designed to improve the quality of care and facilitate access to appropriate providers through a managed care approach.

Benefits for outpatient care are greatly enhanced under the new program. The 140 visits lifetime maximum for substance abuse treatment is eliminated, enabling members to receive coverage for 35 visits annually. For mental health treatment, the first twenty visits will be covered in full with the next fifteen visits covered at 75%. The current program's \$1,200 maximum is eliminated as well as the present copay structure. In addition, the \$100 cap on psychological testing is eliminated under the new program. Day/night coverage for substance abuse is expanded from the current 20 days to the same 90 day limit as for mental health treatment. Halfway-house coverage will continue to be provided for up to 90 days.

Inpatient substance abuse coverage is increased from 40 days to 45 days to bring it up to the level already in place for inpatient mental health coverage. Both benefits renew when the member has been out of treatment for 60 days.

Under the new program, a nationwide panel of inpatient and outpatient providers will be selected. Inpatient facilities will continue to include hospitals, halfway houses, detoxification facilities and day/night programs. The program utilizes professionals recognized to deliver outpatient benefits including psychiatrists, Ph.D. psychologists, licensed psychiatric social workers with master's degrees, and clinical nurse specialists with advanced training in adolescent or adult mental health nursing.

A key feature of the new program is the establishment of local Central Diagnostic and Referral Agencies (CDRs). The CDR is designed to work closely with the Employee Assistance Program as a professional extension of the EAP. The CDR will also serve as the access point for members seeking inpatient treatment for substance abuse problems, providing assessment and referral to the appropriate panel provider.

In addition, the CDR will provide the mandated continuing treatment planning for inpatient substance abuse cases. Members desiring treatment for services for mental health and outpatient treatment of substance abuse problems may go directly to a panel provider or utilize the CDR for services such as short term counseling and referral

to panel providers. The CDR will, with the member's authorization, work with UAW-GM Employee Assistance representative in an effort to insure quick access to appropriate providers and proper follow-up.

To help ensure that members receive appropriate treatment for their problems, use of network providers and the CDR is encouraged. Services received from panel providers will be 100% covered with the exception of outpatient mental health visits after the twentieth visit. Members electing to seek mental health services from non-panel physician providers will be reimbursed 50% of the panel reimbursement level and will be responsible for the full cost of treatment received from non-panel psychologists and social workers. The current 100% off-panel sanction for substance abuse treatment will continue under the new program.

The current program's sanction provisions are expanded to motivate members to complete their substance abuse continuing care treatment plans. Failure to complete the first course of treatment will result in a warning, a \$500 sanction for second occurrence, \$750 sanction for the third occurrence, \$1,000 for fourth and thereafter.

## PENSION GAINS

(continued from page 11)

### F. Special Survivor Option

The benefits for survivors, for whom the Special Survivor Option was elected, will be increased from \$6.00 per month per year of credited service to \$7.00, effective October 1, 1990. The rate will be increased to \$8.00 on October 1, 1991, and to \$9.00 on October 1, 1992.

### G. Special Benefit - Medicare Part B Premium

Retirees and surviving spouses who retired before October 1, 1979, who are either receiving the Special Benefit or may become entitled to receive it in the future, will receive an increased monthly amount equal to the lower of the actual Medicare Part B premium or \$31, effective January 1, 1991; \$34 effective January 1, 1992; and \$38.50 effective January 1, 1993. Beginning January 1, 1991, this benefit will no longer be considered taxable income since retirees and surviving spouses who are eligible for Medicare will be required to enroll in Medicare Part B in order to receive the Special Benefit. Those who are Medicare-eligible as of January 1, 1991 and as yet are not enrolled in Medicare Part B will continue to receive the current \$28 per month Special Benefit amount. If they enroll in the future they will receive the increases. In any case full GM health care coverage will continue.

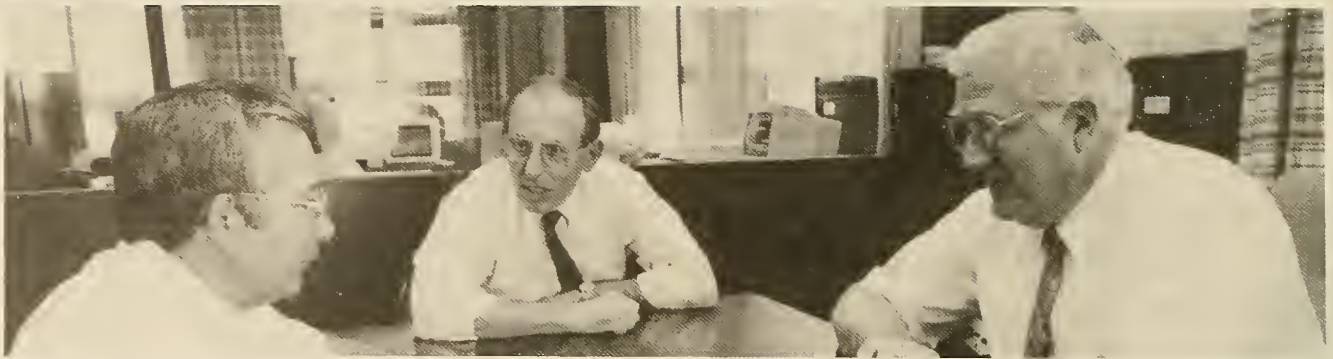
### III. EARNINGS LIMITATION

The earnings limitation for future retirees who receive an early retirement supplement will increase by \$5,000 during the term of the agreement. This represents the largest three-year increase in the earnings limitation since the plan went into effect. The new limit starting with 1991 and continuing through the period of the agreement will be \$15,000.

### IV. MUTUALLY SATISFACTORY RETIREMENTS

A laid-off worker either with seniority or recall rights who is at least age 50 and who has at least 10 years of credited service may be offered a mutually satisfactory retirement during a retirement "window" beginning November 1, 1990, and extending through May 1, 1991. In addition, (and extending beyond the window period) mutually satisfactory retirements will be offered to workers in a JOBS Bank or who are eligible for GIS. The number of retirements from these special categories may not exceed 5,213.





*Union caucus during talks in GM's headquarters building: from left, Dick Shoemaker, executive administrative assistant to UAW President Owen Bieber; UAW Vice-President Stephen P. Yokich, and UAW President Bieber.*

## UNION ROLE STRENGTHENED IN PRODUCT QUALITY PROGRAMS

During the past several years, the UAW's stronger voice in quality decisions has led to substantial improvements in the quality of General Motors products and, as a result, in a higher level of customer satisfaction.

Recognizing that continuously improving quality and customer satisfaction is essential to the job security of UAW-GM workers, the UAW and General Motors restated their mutual commitment to successfully implement jointly developed quality strategies through the Quality Network.

In these negotiations, your bargaining team succeeded in expanding the union's involvement in quality decisions at the national, group, divisional, and plant levels as well as securing from GM a commitment to act quickly and responsibly on members' quality concerns.

The new agreement more clearly defines the composition and the role of the Plant Quality Councils created by the 1987 national agreement. Each Plant Quality Council will consist of the local union president, shop committee chair and committee members, UAW regional servicing representative, plant manager, personnel director, other appropriate management representatives, Joint Activities representatives (where provided), and the UAW Quality Network representative appointed by the vice-president and director of the UAW National GM Department. Specific duties of the Quality Network representative were defined and their duties made a permanent part of the UAW-GM national agreement.

The Plant Quality Council will implement a process that enables members to voice product quality concerns in the course of carrying out their required work assignments. This procedure is aimed at resolving as quickly as possible any concerns about product quality, and extends to those problems caused by outside suppliers.

The initial step in the process will be employee-supervisor discussion. If unresolved, the district committeeperson, if requested, will assist in resolving the member's concern. The district committeeperson and/or supervisor may request the assistance of the Quality Network representatives in the resolution of the quality problem. In the event the concern is not resolved at this level, it may be raised through the normal Quality

structure.

The Quality Network representatives will advise the Plant Quality Council on the status of quality complaints referred to them. In addition, the member who raised the concern and his or her supervisor will receive updates on the status of the quality concern and its final resolution.

The Quality Network representatives will receive all training necessary to effectively perform their duties in implementing the Quality Network process, including the opportunity to attend appropriate training sessions offered at the Human Resource Center associated with their product quality responsibilities.

The UAW and GM agreed to continue the joint development of the Quality Network education program. The tentative agreement requires the Corporate Quality Steering Committee to design and schedule a required training workshop for all union and management Quality Network representatives within three months of the effective date of the agreement and to conduct at least one training workshop for each year of the contract.

A joint memorandum on quality clearly commits the corporation to provide the necessary tools, time, training and equipment in plant budgets to implement the jointly developed quality strategies.

As a result of these negotiations, the UAW GM Department will have input in the development of GM's new marketing campaigns, and the corporation agreed to use UAW members instead of actors in ads depicting UAW-GM workers, such as the recent "Putting Quality on the Road" advertising campaign. UAW emblems will be evident on jackets, hats, shirts, etc.

In addition, GM agreed to have each operating group Quality Council investigate an appropriate way to recognize UAW members' contributions to improving product quality by allowing them to display on vehicles and packaging and shipping containers a joint label or decal certifying the product is built by UAW-GM workers.

A designated consumer assistance person will be recognized by each plant Quality Council to assist our members who are unable to resolve problems with their personal GM vehicles through currently available dealer and marketing division channels.



# GRIEVANCE PROCEDURE

## *Union Wins Improvements*

Important gains were made during these negotiations which increase the availability of union representation and make beneficial changes in the grievance procedure.

New representation was gained for plants employing between 250 to 500 workers. The local union presidents in these plants who are full-time employees will now be permitted to leave the plant for eight hours per week to perform contract-related duties. Previously, no paid time was permitted for union business.

The threshold number for a plant having a full-time president has been lowered from 600 to 500, and the paid time allowed the president outside the plant for contract-related matters has been increased from four hours to six hours per day. The agreement also gives local union presidents additional functions in administering the National Agreement.

The chair of the shop committee will also be allowed additional time off to attend to union business. In plants with more than 500 people, shop committee chairmen will now be permitted six hours per day outside the plant. In plants of between 250 to 500 workers, the shop committee chairman will be permitted 12 hours per week to attend to union business.

UAW bargainers negotiated expanded roles for

alternate district committeemen. The alternate district committeeman will now be available to handle grievances when the district shop committeeman is involved in local negotiations or steps two and three of the grievance procedure.

In response to union concerns that in some cases management representatives were unwilling to schedule regular grievance meetings, thus resulting in serious delays in addressing grievances, it was agreed that both parties have the responsibility to meet regularly on grievances and such meetings should not be unnecessarily postponed or delayed.

Improvements were also made in the grievance procedure affecting members' rights. A UAW-GM member will now be permitted an interview to answer written reprimands and have a district committeeman present, a right previously available only when suspension, layoff, or discharge was contemplated.

Employees breaking seniority under the sick-leave-of-absence provision will now receive notification of this occurrence 30 days prior to the occurrence, up from ten days in the previous agreement. And the parties agreed to support efforts to encourage employees whose medical or personal problems may result in disciplinary action to seek assistance through referral to the local EAP committee.

## COMPANY AGREES TO 'COOLING-OFF' PERIOD

GM has agreed to a union-proposed "Cooling Off" period following tense disagreements before disciplinary interviews are conducted. Both parties recognized that the "Cooling Off" period would not apply to assault or other such serious actions.

## LEGAL SERVICES PLAN ENHANCED

The UAW GM-Legal Services plan continues to be popular and well-utilized with well over 500,000 cases being handled in the course of the previous agreement.

Due to the concentration of UAW members living in close proximity to the U.S.-Canada border, UAW bargainers gained the inclusion of coverage for legal matters in Canada, pegged at the cost of providing similar legal service in the U.S. A pilot project to represent members in appeals on Social Security Benefit denials has also been agreed to.

The plan's funding was strengthened by an agreement to include in current program funding all existing fund accruals from the 1987 agreement. In addition, the parties agreed to maintain the 7.2¢-per-hour-worked funding formula with the provision that if the fund declines to \$3 million, the formula will be increased to 9¢ per hour until the fund is at \$10 million, at which time the 7.2¢-per-hour formula

will be resumed. This fluctuating accrual will continue during the term of the 1990 agreement.

## VEHICLE PURCHASE PLAN IMPROVED

The Employee New Vehicle Purchase Plan has been improved. The plan now incorporates vehicle leasing opportunities, which are offered under the provisions of the GMAC SmartLease Program.

Also reflected under the expanded program is the elimination of a former eligibility requirement that an employee have at least six months of seniority.

The program continues to provide that an eligible employee or retiree, including all immediate family members, may purchase a maximum of four new and unused current-model GM vehicles per model year.

## UNION WINS COMMITMENT ON FLEET TRANSPORTATION

In response to the union's concerns about reduced employment and investment in the Corporation's fleet transportation operations, the UAW and General Motors agreed to form a Transportation Fleet Subcommittee to develop strategies to enhance operational effectiveness, competitive growth, and employment security in GM's transportation fleets.



# TOWARD A SAFER WORKPLACE

## Major Health and Safety Gains Won

The bargaining team achieved wide-ranging gains in health and safety. Gains include a nationwide joint UAW-GM ergonomics program, a top-level Safety and Health Review Board convened when needed, video equipment to document and report on health-and-safety problems, expanded implementation of safety and health training, greater union input into eliminating hazards of new equipment and processes, periodic joint audits of plants, improved control of chemical hazards, continued occupational health-and-safety research, and other significant improvements in protections.

The UAW-won gains include:

### Ergonomics/Safe Job Design

GM will establish an ergonomics program at UAW-represented locations. A joint ergonomics committee cochaired by the union will implement a job-analysis program using union-designated ergonomics coordinators or monitors. Ergonomics awareness training for all employees, and training for ergonomics committees, will be implemented by the UAW-GM National Joint Committee on Health and Safety (NJCHS).

A medical management program for early detection and treatment of Cumulative Trauma Disorders (CTDs) will be implemented.

The systematic introduction of the program at each facility will begin with training of the ergonomics committee, based on a schedule determined by the NJCHS. Existing ergonomics activity, including abatement of identified high-risk jobs, will continue while the new program is implemented.

### Safety and Health Review Board

To prevent fatalities and serious injuries, a Safety and Health Review Board will be convened when requested by the NJCHS. The Review Board will include the plant manager for the affected unit, the manager's superior, the UAW shop chairperson, UAW servicing representatives, and members of the NJCHS.

The Review Board's purpose is to recommend improvements in safety and health practices and an action plan for the group or division involved.

A video camera will be provided for the Local Joint Committee on Health and Safety (LJCHS). Video reports may be prepared by the Review Board for meetings of the GM general managers and the UAW-GM leadership.

### Health and Safety Training

The Health and Safety Training Fund will continue to be funded through GM contributions of 4 cents per hour, and unexpended balances will be rolled over. The NJCHS will identify requirements for health and safety training, based on exposure to recognized hazards, required standards or regulations. The training will specify target audiences, recommendations for completion dates, class size and methods of delivery.

The NJCHS will continue to provide training resources, and monitor and evaluate training.



*UAW bargaining committee members talk over proposed contract provisions during bargaining at GM headquarters building in Detroit September 11.*

### New Technology/Specifications

GM agreed to develop a program that will include safety-and-health controls during the development of new processes and equipment.

As early as possible, a review of anticipated equipment and processes will be held by management with the UAW shop committee and UAW health and safety representative. When needed, the local health and safety committee may review new equipment at the plant of the vendor, or other location.

Machinery will not be released for production without approval of the plant safety administrator.

The NJCHS will develop training for the LJCHS, including guidelines, standards, and checklists.

### Improved Medical and Industrial Hygiene Services

Management will assess the need for air sampling in conjunction with the LJCHS and, where required, a facility will develop and implement an air sampling plan. Guidance will be provided by the NJCHS. An hourly worker selected by the UAW GM Dept. may assist in the collection of air samples.

The LJCHS will be provided with additional industry hygiene monitoring equipment authorized by the NJCHS and may make measurements on request. The union will be informed of qualifications of consultants hired for health-and-safety services and may recommend consultants for management's consideration.

The LJCHS will accompany consultants on plant visits. Consultants' reports will be provided to the LJCHS. Reports on medical department visits will be made available to the LJCHS, and a protocol for reporting results of tests given for occupational exposures will be developed and implemented.

### Periodic Joint Audits of Plants

A joint team will be appointed to develop and test a health-and-safety performance review process.

*(Continued on next page)*



# HEALTH AND SAFETY

*(Continued from previous page)*

The NJCHS may recommend up to four additional audit teams.

Audit teams will meet with the plant manager, UAW shop chairperson, and LJCHS before beginning the performance review, and will review the draft report with the LJCHS before it is published.

## Research and Data

The NJCHS will continue to be responsible for evaluating the need for occupational safety-and-health research. Up to \$4 million will be allocated for research during the new agreement.

Where warranted based on the results of joint studies, the NJCHS will devise an action plan to control exposures. The LJCHS may request the mortality experience pertaining to the facility. The NJCHS will investigate coding of injury/illness cases and, if feasible, such a program will be implemented at each facility.

## Refusal of Hazardous Work

A worker who has a reasonable belief that his or her work assignment may result in serious injury or illness may immediately notify supervision. Failing resolution, the issue may be discussed with the UAW district committee person. Should technical consultation be necessary, the LJCHS will be notified to respond. Failing resolution, the Health and Safety complaint procedure will apply.

## Preventive Maintenance

The corporation will write to all facilities stressing the need and importance of established preventive maintenance programs with regard to health and safety. Local preventive maintenance programs required by OSHA standards and currently in effect will be reviewed by the LJCHS.

## Control of Chemical and Foundry Exposures

GM agrees to continue the joint efforts to study health effects of cutting fluids, for the purpose of establishing an exposure guideline and additional controls where cutting fluids are used.

Medical surveillance for respiratory effects of machining fluids will be offered to employees who regularly work with machining fluids. Records of laboratory testing and coolant additions will be maintained and made available to the LJCHS.

The LJCHS will review process exhaust ventilation systems where air is recirculated, under guidelines established by the NJCHS. Air testing will be performed and incorporated in the air sampling plan.

An action plan for medical surveillance programs, air sampling, chemical controls, and training for foundry workers will be established by the NJCHS following completion of the University of Iowa study.

## Health Promotion

A Health Promotion program, supported by joint funds allocated by the Executive Board for Joint

Activities, will be designed to focus on leading factors which place employees at risk for cardiovascular disease. It is anticipated that this jointly developed program will be implemented during the new agreement. Guidelines for Local Wellness Committee membership will be included in the program.

## Responsibilities Clarified

The LJCHS will coordinate joint activities regarding job-related health-and-safety training, hazard communication, industrial hygiene technician sampling, and ergonomics. The LJCHS will approve and participate in job-related safety-and-health training. Hourly workers assigned to perform such tasks will be appointed by the union.

The LJCHS will visit an area where a health-and-safety complaint has arisen within two working days. The NJCHS will respond to matters referred by the LJCHS within 30 days.



*Sharpening the union's position during a caucus.*

## DRUG TESTING MATTERS ADDRESSED

The practice of drug testing was a much-discussed issue in these negotiations. The parties agreed that drug testing would be performed only in accordance with applicable state and federal laws mandating or regulating such testing. In certain "last chance" re-employment agreements, drug testing may be utilized.

## PERSONAL PRIVACY RIGHTS UPHELD

During these negotiations the union raised concerns over the privacy of personal data concerning UAW-GM workers and/or their conduct in the workplace. The corporation agreed that confidentiality of such information would continue to be protected. The parties agreed that both the collection and dissemination of such data must be related to the legitimate needs of the business or as required by law, regulation, or court order.





*UAW's Skilled Trades members at GM had their own bargaining office at negotiations.*

## KEY GAINS FOR SKILLED TRADES WON IN PROPOSED AGREEMENT

Significant improvements were negotiated for UAW-GM skilled trades workers.

The gains are highlighted by an up-front special increase of 30 cents per hour for skilled trades in addition to the across-the-board 3% wage increase, and measures which strengthen the protections for basic skilled trades classifications at GM locations, improve job opportunities and security for skilled workers, increase the apprentice tool allowance substantially, improve layoff and job placement provisions for apprentices, place greater emphasis on training skilled tradespersons, and help meet other job security goals.

### Special Skilled Increase

A special one-time increase of 30 cents per hour will be added to the base rates of skilled tradespersons. The increase will be applied to the base rates effective September 17, 1990, following the application of the general 3% wage increase and fold-in of \$1.68 in COLA.

### Protecting Basic Trades

The union was successful in negotiating a commitment in writing from GM that the corporation "will not dictate consolidation of specific skilled trades classifications to its plants." The commitment is a key element in new guidelines negotiated, in response to management's concern for improving all aspects of its business, over such issues as the existing skilled trades classification structure, work rules, and past practices.

GM agreed, in the new Letter of Understanding, that "competitive advantages of a review of skilled trades classifications at any General Motors facility must be weighed and determined by the local parties in view of all attendant circumstances at that location."

It assured "that local management and local unions should review existing work rules and practices, especially in the area of Lines of Demarcation, to insure that only those necessary to protect the safety of employees, the integrity of the basic trades, and the efficiency of operation in today's competitive environment are carried forward. Incidental, overlapping, and other minor-access-type work should be discussed and handled locally, consistent with sound business judgment."

The guidelines affirm that local unions may refer any "abuses of the spirit and intent" of the guidelines to the International Union.

### Improved Work Opportunities

UAW bargainers negotiated numerous changes intended to improve work opportunities for the skilled trades.

Throughout the negotiations, the UAW bargaining team insisted that skilled trades workers should have opportunities to bid on new work which they are capable of performing, even if that work had not been done in the past by the bargaining unit. GM agreed to inform all general managers and local facility personnel directors, as part of a company summary on technological progress, that its "statement does not preclude the bargaining unit from being considered for the performance of new work."

The union secured a written commitment from GM specifying that a minimum of 2,350 new apprentices will be indentured by September 1993 under the proposed agreement.

Significant improvements with regard to tool and die and represented engineering work were negotiated in the provisions of Document 98,

*(Continued on next page)*



# SKILLED TRADES

*(Continued from previous page)*

covering communications to the union regarding subcontracting matters. The parties agreed to encourage each local unit to set up a computerized process of notification, review and competitive analysis of the type of work being considered, for the express purpose of serving the interests of skilled trades in job security, while recognizing management's needs for competitive and timely performance of work. The intent of encouraging the computerized process is to avoid conflicts over contracting and subcontracting out of the work.

The union negotiated a new Letter of Understanding from GM, intended to help bring about settlement of local disputes on work involving the Electronic Data Systems (EDS) subsidiary. In the letter, the corporation assured the UAW that "EDS does recognize the historical nature of GM job functions, and agrees that those job functions associated with manufacturing processes which have historically been performed by GM hourly personnel should continue to be performed by bargaining unit employees."

## Higher Apprentice Tool Allowance

The tool allowance for apprentices is increased substantially under the new agreement, to a total of \$1,000, compared with the prior \$800.

Upon being indentured, an apprentice will receive a tool box and \$150. Upon completing the first period of 916 hours of work, the apprentice will receive an additional allowance of \$150, compared with the prior \$100, to purchase tools, books, and supplies. The tool allowance thereafter will be paid in increments of \$100 each, instead of the prior \$75, upon completion of the second, third, fourth, fifth, sixth, and seventh periods. Upon total completion of the program, the apprentice will receive an additional \$100, or the balance required to reach the \$1,000 total allowance. This provision also applies to all currently indentured apprentices who do not graduate prior to the effective date of the new agreement.

## Apprentice Job Security Gains

A number of improvements were negotiated with the intent of assuring apprentices that they will have every opportunity to complete their apprenticeships, and to remove roadblocks from their achievement of that goal.

The union negotiated expanded job opportunities for apprentices permanently laid-off or reduced from their apprentice classification due to a permanent layoff or permanent discontinuance of their apprentice classification. Such apprentices may now be offered available openings first in plants within their area-hire community; if they cannot be placed in the same-area community, they may then be offered available openings in plants outside their area-hire community, then nationwide. If they are not placed or if they do not apply, the apprentices may be offered other available openings, upon approval of the UAW-GM Skilled Trades and Apprentice Committee. An apprentice accepting such a job may be eligible for relocation allowance under the applicable terms of the national agreement.

A newly negotiated Letter of Understanding provides that all seniority GM apprentice applicants who apply for apprenticeship at a GM plant other than the one in which they are currently working will be placed on the non-seniority list for the plant of their choice.

Review and approval in advance must now be given by the UAW-GM Skilled Trades and Apprentice Committee, as well as by the local shop committee and UAW members of the local apprentice committee, for any plan which would result in the layoff of all apprentices in a specific trade as a result of a reduction in force due to unusual circumstances. Circumstances covered include such situations as a transfer or discontinuance of an operation, major technological developments, discontinuance of a shift, and certain others.

Provisions were negotiated to assure that a laid-off apprentice, employee-in-training (E.I.T.), or employee-in-training-with-seniority (E.I.T.S.) who is recalled to work at any GM plant will be eligible for payment of the incentive bonus for having completed related training courses. Moreover, in the event the worker is not recalled within a reasonable period of time, the laid-off apprentice may apply to his or her home plant for the related training bonus. The formula used to determine the amount of bonus will be based on multiplying the number of class hours in each course times the worker's straight-time rate, less any amount paid for the related training prior to layoff.

The committee protected the E.I.T. date of entry for a worker whose seniority is interrupted by a layoff out of the program occurring on or after January 1, 1991.

## Other Apprentice Improvements

A leave of absence for apprentice training at another plant will now be available to any employee from the plant in which he or she is actively at work. The one-year seniority requirement has been eliminated.

The corporation also agreed to place additional emphasis on having at least one management member experienced in skilled trades matters among the management members of each local apprentice committee.

The apprentice wage rate provisions were updated to assure that a seniority worker transferred to apprentice training within his/her plant will not be required to take a wage cut in order to become an apprentice.

## Skilled Work at GMC Truck Service

GM agreed to a procedure to resolve a dispute over the nature and extent of skilled trades work in the service departments of the GMC truck centers in Detroit and Pontiac, Michigan. Within 90 days of the effective date of the new agreement, the joint National Skilled Trades and Apprentice Committee will visit both truck centers and review the scope of service department work.

Based on a determination which will be made jointly on the skilled trades elements of the work, GM agreed that it "will populate the appropriate skilled classification, at the appropriate rate, with a sufficient number of employees with the requisite skills to perform such work." The wage adjustment for the affected workers would be retroactive to the effective date of the proposed national agreement.



# NEW ATTENDANCE PROGRAM

Extensive negotiations took place to develop an attendance policy which would address the concern for the negative impact of unwarranted absences, and at the same time, provide assistance and help to UAW-GM workers with problems affecting their attendance. The rights of UAW-GM workers are protected through the grievance procedure and a new jointly administered appeal procedure.

Emphasis throughout the new program will be placed on providing early intervention and EAP assistance to those workers who are chronically absent due to personal problems. While the parties agree that there are some chronically absent workers who do not respond to disciplinary measures or assistance in confronting their problems, the program reflects the understanding that the overwhelming majority of workers are not chronic absentees.

The program incorporates a new Employee Attendance Correction Procedure. The procedure clearly spells out an absence occurrence which would be subject to reporting under the procedure, the types of absence which may not be considered as occurrences, the progressive series of five corrective action steps to be applied, and the procedures for appeal and grievance/arbitration of a disputed discharge cases step.

The following are highlights of the new program:

- Beginning on January 2, 1991, all workers' attendance records revert back to zero absence.
- A new absence threshold is established under which workers will be advised of the corrective action procedure and offered counseling after eight days of absence within 12 months. After 16 absences, a five-step series of corrective action steps will be applied.
- Absences Constituting an Occurrence. One occurrence will be assessed for a single day of absence, for tardiness of four hours or more, or for consecutive days of absence for any reason.

Certain absences, however, are specified as exempt from those to be considered as an occurrence, such as vacation, jury duty, bereavement, military duty, paid absence allowance, absences excused in advance by supervision, disciplinary layoff, snow days when SUB is paid, approved union and educational leaves, an authorized strike, and certain others. Also exempt from consideration as an occurrence will be the first time a worker is in a substance abuse treatment program and loses time on sick leave as a result of a decision or referral by the joint EAP. Additionally, any sick leave time required for a second course of substance abuse treatment will not be considered an occurrence, provided that the referral process was instituted or approved by the EAP team and the worker complies with and successfully completes the prescribed course of treatment, including the continuing care portion of the plan.

• Five Steps of Corrective Procedure. The corrective action steps will be applied to occurrences falling within any rolling 12-month period by counting the number of occurrences within the preceding 12 months. Employee-initiated absences, other than vacation, which exceed two weeks, and sick leaves of absence which are determined to be occurrences, will extend the 12-month period by the combined duration of those absences. The five steps are:

1st Occurrence-- Upon the first absence occurrence after the 16 days of absence, the worker will be given corrective joint discussion, a first written warning, and an offer of EAP services.

2nd Occurrence-- The employee will receive corrective joint discussion, a second written warning, and referral to EAP services. A worker who declines to accept EAP services or who accepts the services but fails to follow the recommendations of the EAP representative will be suspended from the job for one week without pay.

3rd Occurrence-- Corrective joint discussion, a third written warning, and referral to EAP services will be provided. Failure to accept EAP services or follow EAP recommendations will result in two weeks off the job without pay.

4th Occurrence-- A final written warning, corrective joint discussion, and referral to EAP services will be given to the worker. An employee who declines EAP services or fails to follow EAP recommendations will be required to serve 30 days of unpaid time off the job.

5th Occurrence-- Discharge.

• The rights of UAW-GM workers will be fully protected in the new program. A worker discharged under the 5th occurrence may file a written grievance to be processed through the regular grievance procedure. In addition, a local review committee comprised of two representatives each from the union and the corporation will hear and decide all appeals of improper application of the attendance corrective procedure. If a majority decision cannot be reached, the case will be appealed to the joint National Review Committee on Attendance, comprised of three representatives each from the union and the corporation.

• Both the benefit entitlement procedure and the seniority forfeiture procedure will be eliminated.

• Beginning in 1990 and continuing in 1991 and 1992, the former attendance bonus award will be reallocated to a Christmas Bonus of \$600 a year.

## AREA HIRE EXPANDED

The area hire provisions have been changed to offer greater re-employment opportunity for laid off UAW-GM workers. Workers can now specify that they are available for relocation to "anywhere," whereas in the previous agreement they were limited to specifying only four locations. Journeymen who are laid off and working in a non-skilled trades classification will be placed on the area hire list and remain eligible for hire in the same or a related skilled trades classification.

Area hire job offers will be made in seniority order. Workers who refuse job offers will not be considered for other offers and will be placed on the bottom of the list until all other eligible workers have been offered.

Information will be jointly developed to assist workers in making selections and the corporation has agreed to advise the union of manpower needs as far in advance as possible. To insure consistent administration of the provisions of the Area Hire/Extended Area Hire procedures, joint meetings will be held of area hire coordinators and training materials will be developed.



# UNION NEGOTIATES 46 PAID HOLIDAYS

The union negotiated a total of 46 paid holidays over the term of the proposed agreement.

The bargaining team was successful in providing for a paid holiday as a tribute to the late Rev. Dr. Martin Luther King, Jr., observed on the birthday of Dr. King in each year of the agreement. Also continued as a paid holiday will be the Monday following Easter, in each year.

The Christmas-through-New Year's paid holiday shutdowns were maintained in each year of the agreement.

Following are the holidays with pay:

## 1990-1991

November 22, 1990, Thanksgiving Day  
November 23, 1990, Day After Thanksgiving Day  
December 24, 1990  
December 25, 1990  
December 26, 1990  
December 27, 1990  
December 28, 1990  
December 31, 1990  
January 1, 1991  
January 21, 1991, Martin Luther King Jr. Memorial Day  
March 29, 1991, Good Friday  
April 1, 1991, Monday After Easter  
May 27, 1991, Memorial Day  
July 4, 1991, Independence Day  
September 2, 1991, Labor Day

## 1991-1992

November 28, 1991, Thanksgiving Day  
November 29, 1991, Day After Thanksgiving Day  
December 23, 1991  
December 24, 1991  
December 25, 1991  
December 26, 1991  
December 27, 1991  
December 30, 1991  
December 31, 1991  
January 1, 1992  
January 20, 1992, Martin Luther King Jr. Memorial Day  
April 17, 1992, Good Friday  
April 20, 1992, Monday After Easter  
May 25, 1992, Memorial Day  
July 3, 1992, observed as Independence Day  
September 7, 1992, Labor Day

## 1992-1993

November 26, 1992, Thanksgiving Day  
November 27, 1992, Day After Thanksgiving Day  
December 24, 1992  
December 25, 1992  
December 28, 1992  
December 29, 1992  
December 30, 1992  
December 31, 1992  
January 1, 1993  
January 18, 1993, Martin Luther King Jr. Memorial Day  
April 9, 1993, Good Friday  
April 12, 1993, Monday After Easter  
May 31, 1993, Memorial Day  
July 5, 1993, observed as Independence Day  
September 6, 1993, Labor Day



Checking figures to bolster the union's side.

# GROWTH AND OPPORTUNITY PROGRAM RENEWED

Recognizing that the continued development of business areas not traditionally included in GM operations creates new jobs and, thus, enhances long-range job security for UAW-GM workers, the union and the corporation agreed to renew the Growth & Opportunity program for the life of the 1990 national agreement.

The corporation agreed to provide \$100 million in funding for the program over the next three years. These funds will be available for investment in new business ventures.

The recently announced engine remanufacturing project at GM's Lansing Plant No. 1 is an example of a new business venture created by this program. The project, the first to receive financing from the Growth & Opportunity program, will initially provide 135 new jobs for UAW-GM workers and could eventually employ a substantially greater number of UAW members.

The program will continue to be administered by the Growth and Opportunity Committee, composed of an equal number of UAW and GM representatives. The committee is responsible for making recommendations to the union and the corporation for new business opportunities consistent with the program's objective of employment growth.

# SUCCESSOR CLAUSE

To give the membership the greatest possible protection, a successor clause was negotiated that requires any possible buyer of an operation on an ongoing basis to assume all obligations of the 1990 collective bargaining agreement.

# UAW-GM REPORT

This report was prepared for the UAW National General Motors Department, Vice-President Stephen P. Yokich, director, by the UAW Public Relations and Publications Department. Photographs by Russ Marshall. This is a summary of the agreement language. In all cases, the actual contract language will apply.



# PERSONAL SAVINGS PLAN IS IMPROVED

The UAW negotiated a number of improvements in the voluntary Personal Savings Plan (PSP). This plan helps UAW-GM workers accumulate savings from pre-tax earnings for retirement or other significant personal needs while benefiting from tax deferrals allowed under Section 401(k) of the Internal Revenue Code.

Effective with the first pay period in 1991, the maximum contribution rate rises to 15% from 12%, and all hours up to 40 per week can be included in the contribution base. However, premium-time hours can only be counted on a straight-time basis. Federal tax rules limit contributions (\$7,979 for 1990 and increasing thereafter with inflation) and also place certain restrictions on contributions by "highly-paid" employees, as defined by the tax code.

New hires will be eligible for the PSP upon attaining seniority, three months earlier than under the prior agreement. In addition, a new hire may now "roll-over" 401(k) money from a similar plan, with certain restrictions, into the GM plan and thus defer taxes on the distribution received from the prior employer.

All of the profit-sharing distributions over the \$50 minimum can be contributed to the PSP, but partial transfers of profit-sharing distributions to PSP will no longer be permitted. Annual PSP election forms are no longer required; the transfer remains in effect until changed by the participant.

The new agreement also gives participants greater flexibility in investments, allowing them to allocate contributions in any combination of 25% increments and, thus, invest in each of the four PSP options: Corporation Stock, Income Fund, Equity Index Fund, and U.S. Savings Bonds. Previously, new contributions could be invested in only one or two options. Allocations can now be changed monthly rather than annually as before.

The Income Fund, which guarantees a certain level of interest, has been improved by broadening the Trustee's ability to secure higher interest guarantees with investment contracts from federally insured banks in addition to those Guaranteed Investment Contracts presently provided by insurance companies.

Effective January 1, 1991, transfers can be made from investment options containing less than \$500, provided the entire account balance is transferred.

Under the new agreement, participants will now be able to take out loans against current year assets.

A change in the Internal Revenue Code now requires that all loans, distributions, and withdrawals from applicable GM plans, including the PSP, be repaid before a hardship withdrawal can be taken. In addition, assets can be transferred into the PSP from similar GM plans only after outstanding loans to those plans are repaid.

It is important to bear in mind, of course, there is no guarantee that asset values in the PSP will equal or exceed the amounts contributed. The value of the assets in a participant's account will fluctuate, depending on the option selected, with the value of assets in the stock market, interest rates, and other factors.

# PARAGRAPH 96

During these negotiations the union expressed concern about follow-through of Paragraph (96) moves, and improved notice of pending transfers of work. As a result, the corporation has agreed that once a Paragraph (96) move has been agreed upon by the parties the work will move, barring any unforeseen circumstances. In addition, the corporation agreed to provide advance information about pending transfers of work as soon as practicable.

# RELOCATION AID

Bargainers made significant gains in relocation benefits for UAW-GM members. Leading the gains is a 20% increase in the amounts of relocation allowance which are detailed below. Another major gain is the agreement to offer to eligible workers the services of Argonaut Realty, at the corporation's expense, for assistance in home buying and selling, moving of household goods and follow-up of TAA and new community orientation.

An additional \$1,000 will be added to the relocation allowance of a worker from an idled or closed location, or from a location not in an Appendix A area from which that worker has no prospect of recall, when that worker is moving to a new unit over 200 miles away.

Miles Between Plant Locations	Old contract		New contract	
	Single	Married	Single	Married
50-99	\$795	1,765	\$954	2,118
100-299	\$885	1,945	1,062	2,334
300-499	\$960	2,040	1,152	2,448
500-999	1,155	2,410	1,396	2,892
1,000 or over	1,345	2,770	1,614	3,324

# RETURN HOME PROVISIONS

The return home provisions under Document 14 have been expanded to include UAW-GM workers in the GIS program. The previous agreement applied only to workers returned under Document 28. In the new agreement, workers who have been relocated and have gained six months of seniority at a new plant may apply for return to their home plant, even if their seniority at their home plant has been broken. The eligibility distance from the home plant has been reduced from 100 miles to 75 miles.

Eligible workers who apply to return home will have their names placed on the area hire list in their home community and will be offered employment after job offers have been made to all eligible seniority workers and laid off workers with seniority in the home plant. Once a worker returns home they are not eligible for return to any other community until they are laid off and relocate under Document 28. Workers will be eligible for relocation allowance under this provision one year after the date of their return to their home plant. The previous agreement limited the relocation eligibility to one year after the worker's layoff.



# **A STRONG COMMITMENT TO CIVIL RIGHTS**

## ***New Policy on Sexual Harassment***

UAW negotiators have taken action in this agreement to strengthen the anti-discrimination protection enjoyed by UAW members. A new policy letter spelling out a comprehensive anti-sexual harassment policy has been agreed to. Sexual-harassment will now be included in the list of prohibited practices, violation of which will be a matter for the grievance procedure. In addition, handicapped and sexual harassment will be added to the list of prohibited practices.

The Fair Employment Practices Committees, which were first established by the UAW in 1973, will now be called Civil Rights Committees. These local committees will be expanded to three members, one of which will be the local union president. The chair of the local Civil Rights Committee will receive pay while attending quarterly meetings, and copies of the minutes will be sent to the UAW Civil Rights Department.

## **BEREAVEMENT, MILITARY PAY, AND MISCELLANEOUS PAYMENTS**

### **Bereavement Pay Gains**

Several important gains were made in bereavement pay matters in response to union concerns. In the new agreement, when a death occurs where a UAW-GM worker's immediate family member resides overseas, the worker will be eligible for bereavement pay. When a death occurs in the immediate family and a worker must miss an entire pay period because of unusual circumstances such as extensive travel or family responsibilities, credit for one pay period will be granted.

In an occurrence of "successive deaths," payment of up to five days bereavement pay may be appropriate, and if bereavement pay is provided for an entire pay period, it will be considered a pay period worked for the purposes of Paragraph 187 and vacation pay allowances. The agreement also adds "great grandparents" and "current spouse's great grandparent" to the list of immediate family members, and where a worker's spouse of 10 years or longer has died and the worker has not remarried, bereavement pay will be granted in the event of death of a parent of the former spouse.

### **Military Leave Pay Extended**

Military leave provisions have been improved to increase the number of days a UAW-GM worker will be paid for short-term active duty of 30 days or less

under Paragraph 218(a). Payment will be increased to 15 days, from 10 days in the previous agreement. And in response to the crisis in the Middle East in 1990, the parties agreed that during that crisis only, workers called to and performing long-term active duty of more than 30 days, would be eligible for one month of leave pay as provided under Paragraph 218(a).

### **Advance Vacation Pay Eligibility Improved**

Eligibility for advance vacation payment has been improved. In the new agreement, a UAW-GM worker is eligible for advance vacation pay once he or she is qualified for any part of his or her vacation pay. Previously a worker had to qualify for full vacation pay before requesting vacation pay in advance.

### **Shift Change, Lunch Hours**

Changes in established shift or lunch hours must be discussed as far in advance as possible with the shop committee. Repeated violations of this procedure will now be handled under the provisions of Paragraph 5(a), which provides for discussions between appropriate representatives of the union and the corporation.

## **GAINS FOR SPO WORKERS**

The 1990 negotiations resulted in a number of gains for UAW members at GM Service Parts Operations, including:

- Designation of a GMSPO contact person to resolve issues raised by the National UAW GM Department.
- Greater UAW input into sourcing decisions and better tracking of sourcing decisions due to unitizing and parts number changes.

- Commitment by GM to establish an Apprentice Training Program tailored to SPO plants if a shortage of journeymen occurs at Martinsburg, W.Va. or Flint, Mich. facilities.

- Agreement by GM Engine Division to supply remanufactured engines to SPO, which would provide additional UAW jobs.

#### **Consolidation of SPO Facilities**

The union and GM also signed Memoranda of Understanding regarding previously announced consolidations of SPO facilities.



# UAW's Negotiating Team at GM



Musick



Shoemaker



Bieber



Yokich



Rapson



Newberry



Miller



Davis



Slaughter



Pasco



Weekley



Blackwell



Watson



Swim

This is the team that conducted the successful negotiations that led to a tentative contract between the UAW and General Motors Corp. **Owen Bieber** is president of the International Union, UAW; **Stephen P. Yokich** is vice-president and director of the UAW General Motors Dept.; **Richard Shoemaker** is executive administrative assistant to Bieber; **Cal Rapson**, **Darrel Newberry** and **Donald Davis** are administrative assistants to Yokich; **Ted Miller** is an assistant director of the UAW GM Dept. as are **Tom Pasco**, **Henderson Slaughter** and **Tom Weekley**; **Frank Musick** is director of UAW special projects; **Leon Blackwell** is administrator, UAW GM Dept.; **Gary Watson** is chairman of the UAW-GM National Negotiating Committee, and president of Local 652, Lansing, Michigan, and represents UAW-GM Subcouncil 7, which covers skilled trades members; **Harold Shelton**, Local 668, Saginaw, Michigan, is secretary of the National Negotiating Committee, and represents Subcouncil 5, foundry, heavy equipment, radiator and carburetor facilities; **Richard L. Swim**, Local 662, Anderson, Indiana, Subcouncil 1, accessories and parts; **Lewis W. Schultz**, Local 602, Lansing, Michigan, represents Subcouncil 2A, B-O-C stamping and assembly; **Carl Pedersen, Jr.**, Local 488, Kalamazoo, Michigan, Subcouncil 2B, B-O-C stamping and assembly facilities; **Tom Robinson**, Local 549, Mansfield, Ohio, Subcouncil 3A, C-P-C stamping and engine facilities; **Roger Ratliff**, Local 1999, Oklahoma City, Oklahoma, Subcouncil 3B, C-P-C assembly plants; **J.D. Dalton**, Local 2166, Shreveport, Louisiana, Subcouncil 4, Truck & Bus and Inland Fisher Guide facilities; **Sam Isaac**, Local 651, Flint, Michigan, Subcouncil 5, foundry, heavy equipment, radiator and carburetor facilities; **Don Sarkesian**, Local 2093, Three Rivers, Michigan, Subcouncil 6, transmission and steering gear facilities; **Ken Laubert**, Local 1714, Lordstown, Ohio, Subcouncil 7, skilled trades; **Vincent Demme, Jr.**, Local 55, Buffalo, New York, Subcouncil 8, service and parts operations.



Shelton



Schultz



Pedersen



Robinson



Ratliff



Dalton



Isaac



Sarkesian



Laubert



Demme





# MASSACHUSETTS/ AFL-CIO

*Voice of Organized Labor 400,000 Strong*



October 11, 1990

TO: MASSACHUSETTS AFL-CIO VICE PRESIDENTS

FROM: EXECUTIVE OFFICERS

RE: VIDEO TRIBUTE TO ARTHUR OSBORN

PRESIDENT  
ARTHUR R. OSBORN

EXECUTIVE VICE PRESIDENTS  
JOSEPH M. LYDON  
JOSEPH C. FAHERTY  
JAMES FARMER

SECRETARY-TREASURER  
ROBERT J. HAYNES

VICE PRESIDENTS  
RICHARD ABDOW  
RONALD ALMAN  
NATALIE BAKER  
ROBERT A. BRYANT  
EDWARD F. BURKE JR.  
GIRO J. CARDINAL  
THOMAS CHIRILLO  
JANET CIEJKA  
EDWARD W. COLLINS JR.  
JOHN P. CONLEY  
JOSEPH A. DART  
PAUL L. DEVLIN  
CHARLES DeROSA  
NICHOLAS DIMITROPOLIS  
JACK DONEGAN  
SANDRA FELDER  
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WILLIAM F. IRVIN  
JOSEPH W. JOYCE  
JOSEPH KELLEHER  
THOMAS P. KERR  
DICK LeBLANC  
KEVIN MAHAR  
CHARLES McDEVITT  
PATRICK MELE JR.  
NANCY MILLS  
A. MICHAEL MULLANE  
HERBERT OLLIVIERRE  
JOHN PHINNEY  
CYNTHIA RODRIQUES  
TONY ROMANO  
JOHN F. SIMMONS  
CHARLES E. THOMPSON  
MANNY WILLIAMS

Dear Vice President:

A **SURPRISE** video tribute to Arthur Osborn is planned for the Thursday, November 1 Dinner. The video will deal with Arthur's life and achievements and offers all of us the opportunity to say thank you.

**A special filming session has been set for the Massachusetts AFL-CIO Council Meeting on Thursday, October 18 at 10:00 A.M. at the Boston Teachers Union Hall.**

**Please make every effort to attend the Council Meeting and participate in this surprise video for Arthur.**

Kindly **RSVP** for the video to John Laughlin at (617) 227-8260.

Thank you.

MASSACHUSETTS / AFL-CIO

8 BEACON STREET • BOSTON, MA 02108 • TELEPHONE 617 / 227-8260 • FAX 617 / 227-2010





# MASSACHUSETTS/ AFL-CIO

*Voice of Organized Labor 400,000 Strong*

October 11, 1990



TO: EXECUTIVE COUNCIL MEMBERS

RE: OCTOBER EXECUTIVE COUNCIL MEETING

PRESIDENT  
ARTHUR R. OSBORN

EXECUTIVE VICE PRESIDENTS  
JOSEPH M. LYDON  
JOSEPH C. FAHERTY  
JAMES FARMER

SECRETARY-TREASURER  
ROBERT J. HAYNES

VICE PRESIDENTS  
RICHARD ABDOW  
RONALD ALMAN  
NATALIE BAKER  
ROBERT A. BRYANT  
EDWARD F. BURKE JR.  
GIRO J. CARDINAL  
THOMAS CHIRILLO  
JANET CIEJKA  
EDWARD W. COLLINS JR.  
JOHN P. CONLEY  
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CHARLES DeROSA  
NICHOLAS DIMITROPOLIS  
JACK DONEGAN  
SANDRA FELDER  
RONALD A. FERRIS  
WILLIAM J. FOLEY  
WILLIAM F. IRVIN  
JOSEPH W. JOYCE  
JOSEPH KELLEHER  
THOMAS P. KERR  
DICK LeBLANC  
KEVIN MAHAR  
CHARLES McDEVITT  
PATRICK MELE JR.  
NANCY MILLS  
A. MICHAEL MULLANE  
HERBERT OLLIVIERRE  
JOHN PHINNEY  
CYNTHIA RODRIQUES  
TONY ROMANO  
JOHN F. SIMMONS  
CHARLES E. THOMPSON  
MANNY WILLIAMS

Dear Vice President:

This is to advise you that the next meeting of the Massachusetts AFL-CIO Executive Council will be held on:

DATE: THURSDAY, OCTOBER 18, 1990

TIME: 10:00 A.M. - Council Meeting  
12:30 P.M. - Luncheon

PLACE: BOSTON TEACHERS UNION  
180 Mt. Vernon Street  
Dorchester  
(Behind Bayside Expo Center)

Minutes of the September 5, 1990 Executive Council Meeting are enclosed for your perusal and acceptance.

Kindly R.S.V.P. your attendance to the Council Meeting and the Luncheon to Louanne at (617) 227-8260.

I have enclosed directions for your convenience. See you on October 18th.

Your continued cooperation is appreciated.

Fraternally,

ROBERT J. HAYNES  
SECRETARY-TREASURER

encl.

MASSACHUSETTS / AFL-CIO





DIRECTIONS TO BOSTON TEACHERS UNION HALL

180 Mt. Vernon Street, Dorchester Mass.

MASSACHUSETTS AFL-CIO EXECUTIVE COUNCIL MEETING

THURSDAY, OCTOBER 18, 1990

10:00 A.M. - Meeting

12:30 P.M. - Council Luncheon

FROM THE NORTH: Take Expressway South

Directions: (BTU is off Southeast Expressway) - Take U/Mass - Columbia Road Exit off the Southeast Expressway. At the bottom of the ramp - go left - when you come to the Rotary - go 1/2 way around rotary - you will now be on Day Boulevard. Proceed to MDC Police Station (station will be on right hand side) - directly after Police Station take right - this will bring you into the Boston Teachers Union Parking Lot.

FROM THE SOUTH: Take Expressway North

Directions: (BTU is off Southeast Expressway) - Take U/Mass - Columbia Road Exit off the Southeast Expressway. At the bottom of the ramp - go right - when you come to the Rotary - go 1/2 way around - you will be on Day Boulevard. proceed to MDC Police Station (station will be on right hand side) - directly after Police Station take right - this will bring you into the Boston Teachers Union Parking Lot.







# MASSACHUSETTS / AFL-CIO

*Voice of Organized Labor 400,000 Strong*

October 11, 1990

TO: EXECUTIVE COUNCIL MEMBERS

RE: OCTOBER EXECUTIVE COUNCIL MEETING

Dear Vice President:

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DATE: THURSDAY, OCTOBER 18, 1990

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180 Mt. Vernon Street  
Dorchester  
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Kindly R.S.V.P. your attendance to the Council Meeting and the Luncheon to Louanne at (617) 227-8260.

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Your continued cooperation is appreciated.

Fraternally,

ROBERT J. HAYNES  
SECRETARY-TREASURER

encl.

PRESIDENT  
ARTHUR R. OSBORN

EXECUTIVE VICE PRESIDENTS  
JOSEPH M. LYDON  
JOSEPH C. FAHERTY  
JAMES FARMER

SECRETARY-TREASURER  
ROBERT J. HAYNES

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CHARLES E. THOMPSON  
MANNY WILLIAMS

MASSACHUSETTS / AFL-CIO

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# MASSACHUSETTS/AFL-CIO

*Voice of Organized Labor 400,000 Strong*

September 25, 1990

50

PRESIDENT  
ARTHUR R. OSBORN

EXECUTIVE VICE PRESIDENTS  
JOSEPH M. LYDON  
JOSEPH C. FAHERTY  
JAMES FARMER

SECRETARY-TREASURER  
ROBERT J. HAYNES

VICE PRESIDENTS  
RICHARD ABDOW  
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CYNTHIA RODRIQUES  
TONY ROMANO  
JOHN F. SIMMONS  
CHARLES E. THOMPSON  
MANNY WILLIAMS

TO: EXECUTIVE COUNCIL MEMBERS  
FROM: ROBERT J. HAYNES, SECRETARY-TREASURER  
RE: OCTOBER EXECUTIVE COUNCIL MEETING

Dear Vice President:

This is to advise you that the next meeting of the Massachusetts AFL-CIO Executive Council will be held on:

DATE: THURSDAY, OCTOBER 18, 1990

TIME: 10:00 A.M. - Council Meeting  
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PLACE: BOSTON TEACHERS UNION  
180 Mt. Vernon Street  
Dorchester  
(Behind Bayside Expo Center)

Minutes of the September 5, 1990 Executive Council Meeting will be forwarded to you under separate cover for your review and acceptance.

Kindly R.S.V.P. your attendance to the Council Meeting and the Luncheon to Louanne at (617) 227-8260.

I have enclosed directions for your convenience. See you on October 18th.

Your continued cooperation is appreciated.

Fraternally,

ROBERT J. HAYNES  
SECRETARY-TREASURER

encl.

MASSACHUSETTS / AFL-CIO

8 BEACON STREET • BOSTON, MA 02108 • TELEPHONE 617 / 227-8260 • FAX 617 / 227-2010





# GREATER BOSTON LABOR COUNCIL, AFL-CIO

JAMES L. FARMER  
PRESIDENT

EDWARD BURKE, JR.  
VICE-PRESIDENT

JOSEPH W. JOYCE  
EXECUTIVE SECRETARY-TREASURER

JOHN BERCURY  
THOMAS BRODERICK  
JAMES CONNORS  
PHILIP FASANO  
ROBERT HAYNES  
WILLIAM HOGAN

**Executive Board**  
GEORGE McGRIMLEY  
RICHARD O'NEILL  
WARREN PEPICELLI  
JOHN PHINNEY  
RICHARD ROGERS  
ANTHONY ROMANO

HOWARD ROTMAN  
DAVID SLANEY  
JOHN SULLIVAN  
MARK SWADLING  
DANIEL TOLAND  
STEVEN TOLMAN

VALENTINE P. MURPHY  
President Emeritus

LAWRENCE C. SULLIVAN  
Secretary-Treasurer Emeritus

25 COLGATE ROAD  
ROSLINDALE, MA 02131


Telephone: (617) 524-2717

Fax (617) 524-2623

RICHARD GUINEY

**Auditors**  
JOSEPH NEVINS

JOHN F. O'NEILL

 74

October 17, 1990

Dear Trade Unionist:

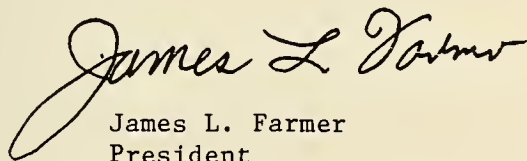
On Tuesday evening October 30, 1990, the Greater Boston Labor Council will sponsor a cocktail party at the Boston Teachers Union Hall from 5:30 - 7:00 p.m.

The race for Treasurer is a very important office, we in the trade Union Movement cannot allow this office to be occupied by a person that does not share the views of the working men and women that we represent.

Our candidate for Treasurer endorsed by the AFL/CIO needs our support, Bill Galvin is a friend of all us, Bill Galvin is strongly opposed to Question #3 CLT Petition.

Please join with us on Tuesday evening October 30, 1990, from 5:30-7:00 p.m. at the Boston Teachers Union Hall, 180 Mt. Vernon St. Dorchester, Ma. Donations are \$100.00 a person.

Fraternally,

  
James L. Farmer  
President

  
Joseph W. Joyce  
Executive Secretary/Treasurer





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# **Silber/Clapprood**

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## LABOR FOR SILBER

Can you do ?

- A ) Phone banks
- B ) I. D. plant gates
- C ) Bodies for election day
- D ) Have you endorsed John Silber for Govenor ? If so would you please send an endorsement letter ?

Please contact Jack Donegan or Grace Mucci at :

Citizens for Silber  
441 Stuart Street  
Boston , MA 02166

( 617 ) - 859 - 1100

You are all invited to a breakfast at the Park Plaza on  
October 25, 1990 at 8:00 a.m. at Saint James Room.



